



Stonewall

C Y M R U



Counted Out

The findings from the 2002-2003
Stonewall Cymru survey of lesbian,
gay and bisexual people in Wales

Executive Summary October 2003

Stonewall Cymru

Cardiff
c/o EOC
Windsor House
Windsor Lane
Cardiff
CF10 3GE
Tel 029 2023 7744
Fax 029 2064 1079

Bangor
The Greenhouse
1 Trevelyan Terrace
High St
Bangor
LL57 1AX
Tel 0845 4569823
Fax 07092 333962

cymru@stonewall.org.uk
www.stonewall.org.uk

Cardiff University

Dr Amanda L Robinson
and Matthew Williams

School of Social Sciences
Cardiff University
Glamorgan Building
King Edward VII Avenue
Cardiff
CF10 3WT

Contents

- 3** Context of report
- 4** Findings in brief
- 5** Main findings
- 8** Recommendations
- 10** Methodology

Context of report

Historically, discrimination against lesbian, gay and bisexual people has been ignored, sometimes even encouraged. As a result Governments have put few resources into researching the extent of discrimination experienced by LGB people. Information that is specific to Wales is virtually non-existent. This lack of information has given many policy makers and employers an excuse to ignore LGB equality issues.

Fortunately this situation is changing. Since devolution, there has been an increase in political and financial support in Wales for initiatives that seek to promote equality for lesbian, gay and bisexual people. In addition, from December 2003 there will be legislation outlawing discrimination at work on the grounds of sexual orientation for the first time. Both factors have helped push LGB discrimination issues further up the equality agenda in Wales.

With funding from the Welsh Assembly Government, Stonewall Cymru initiated this first ever Wales-wide survey of lesbian, gay and bisexual people in Wales. The aim of the survey is to better understand the needs of LGB people in Wales - to ensure our work is rooted in the concerns of LGB people and that policy making in Wales is based on evidence, not just anecdote.

The policy recommendations of this report span beyond the borders of Wales. The majority of the issues highlighted by this survey are endemic to a wider problem evident not only in the UK but much further afield.

Findings in brief

The following are highlights of the key findings outlined in the report:

- ★ More than 1 in 3 respondents reported being the victim of physical violence or bullying. Over half of those aged under 18 to 25 had been physically assaulted or bullied. Men were far more likely than women to have been physically victimised.
- ★ Men were also far more likely than women to experience being dismissed from a job, being denied access to their children, not being selected for a job, being evicted, being harassed by the police, not receiving the same education or training and being economically exploited because of their sexuality.
- ★ 25% of respondents reported having been dismissed from a job because of their sexuality. A large proportion reported being victim to harassment in the workplace. Almost 20% of respondents reported concealing their sexual identity in the workplace.
- ★ Those LGB people with disabilities were far more likely to be discriminated against in all areas of life.
- ★ Older respondents experience less discrimination compared to other age groups. They were also less likely to disclose their sexual identity and were less likely to be involved in community activities. Combined these factors may lead to the social exclusion of older LGB people.
- ★ Speaking Welsh as a first language, or living in a particular area of Wales (south, mid-west, or north) did not significantly impact the likelihood of being physically victimised or experiencing other forms of discrimination.
- ★ Over half of the respondents feel under protected by the law and a quarter reported being harassed or discriminated against by the police. In general opinions and experiences of the police were mixed, possibly reflecting the proactive work police services have been carrying out in relation to homophobic hate-related crime.
- ★ The prevalence of physical victimisation of younger LGB people in the survey may be indicative of school bullying. Elevated levels of bullying in educational settings have serious negative consequences for the health and social well-being of young LGB people.
- ★ The majority of respondents perceived that obstacles and solutions to gay equality were located at the societal level, placing less emphasis on themselves or the LGB community as sites of obstacles and solutions. Perceptions of solutions towards gay equality increase with age but drop after age 60.

Main Findings

This was the first major survey of its kind to identify the unique problems and needs of LGB people across Wales. This survey was exploratory in nature, focusing on many areas of experience and perception ranging from attitudes to obstacles and solutions to equality to levels of physical victimisation. As a result the survey was not designed to examine any particular phenomena in relation to the Welsh LGB population. Instead a snap-shot of Welsh LGB life was obtained where themes and relationships could be identified across social experiences. Some of the more pertinent findings included the following:

Relationships

In terms of relationship length there were no significant differences between men and women. The average length of relationship was between 2 and 5 years. Similar proportions of men and women are living with their partners, and very similar proportions have made legal arrangements. About 1 in 5 respondents reported caring for a child. More than 60% of respondents reported that they may wish to bring up a child together with their partner sometime in the future.



Visibility of Sexual Orientation

It was identified that larger proportions of respondents were 'out' to people in their families compared to other people such as neighbours or work colleagues. Respondents were least likely to be out to their work colleagues, the benefits agency and the bank. More than half of the respondents were out to their local GP. On the visibility scale statistically significant differences were found in scores by respondents' age. Of all the age categories, those who were 18-25 years old had the highest scores on the visibility scale compared to those aged over 60 who had the lowest.

Community Events

Compared to women, men are significantly more likely to be involved in community events (such as neighbourhood watch, youth offender teams, rainbow centre etc.), LGB activities (BLAG, FFLAG, GYL project etc.)¹, and local politics. Respondents from north Wales were more likely to be involved in local politics compared to respondents living in south Wales or mid-west Wales.

¹ BLAG – Bisexual, Lesbian and Gay - South Wales Police Liaison group.
FFLAG – Families and Friends of Lesbian and Gay people.
GYL – Gay Youth Lesbian project.

Experiences of Discrimination

More than 1 in 3 respondents reported being the victim of physical violence or bullying. A consistent relationship was found between sex and discrimination due to sexual orientation. Women appear to be less likely to experience physical violence, being denied access to their children, not being selected for a job, being dismissed from a job, being evicted, being harassed by the police, not receiving the same education or training and being economically exploited.

Those with disabilities were more likely to be discriminated against 'across the board.' Older respondents experience less discrimination compared to other age groups.

Obstacles and Solutions: Achieving Gay Equality

In relation to perceived obstacles to gay equality both men and women had similar agreement levels. A pattern was identified that showed respondents were more likely to think that obstacles to gay equality arise from societal issues rather than LGB community issues or personal issues. A similar pattern was identified for solutions. Respondents' perceptions of solutions weighed more heavily on society in general rather than at the personal or LGB level. It was also found that perceptions of solutions tended to increase steadily with age, but fall off once respondents reach the age of 60.

Age

It was highlighted that older people tend to be less visible as LGB, are less involved in community activities and are excluded from the LGB social scene. As a result older LGB people are at risk of social exclusion which has further consequences for health and social well-being. A major contributor to this social exclusion is the fear younger LGB people harbour of becoming old. This anxiety results in the exclusion of older LGB people. In order to prevent future social exclusion this cyclical process has to be broken.

School Bullying

Those less than 25 years old reported a relatively high level of physical violence and bullying in comparison to other national and local surveys. It is probable that a substantial proportion of this victimisation takes place within school settings, as 44% of those less than 25 reported currently being a student. However, additional research is necessary to investigate when and where most young people have been physically victimised or bullied. The high levels of physical victimisation in the Welsh sample are worrying given the evidence that suggests homophobic bullying has very serious consequences in terms of absenteeism from school, exam performance, mental health and suicide ideation. While positive steps have been made by the DfEE and the Welsh Assembly Government to address homophobic bullying in school little could be achieved until Section 28 of the Local Government Act was repealed.



Employment

The Welsh sample reported numerous employment issues in relation to their sexual identity. Most notably 25% of respondents reported having been dismissed because of their sexuality. This is over twice the national average for LGB people. Because of such negative attitudes towards LGB people some respondents reported being victims of harassment in the workplace. The survey found that similar amounts of LGB were reluctant to disclose their sexuality identity as were identified in other research conducted by Stonewall. Currently there is no domestic law that prohibits the unfair treatment of LGB people in the workplace. While European legislation is being introduced it is questionable whether it will fully protect the rights of LGB people in all working environments.

Victimisation and Criminal Justice

General levels of physical violence and bullying were slightly higher than figures reported in other Stonewall surveys. As is common in research of this nature some of the qualitative illustrations of victimisation were salaciously graphic and horrific. In some circumstances respondents reported that their children were also falling victim to the perpetrators of homophobic hate crime. Over half of the respondents reported feeling unprotected by the law, and a quarter report being discriminated against or harassed by the police. More generally the qualitative elements of the survey highlighted mixed experiences of the police. It is likely that proactive policing strategies regarding homophobic hate crimes and a reduction in the over policing of gross indecency offences has had the beneficial effect of smoothing out the once contentious relations between the police and the LGB community.

25% of respondents reported having been dismissed because of their sexuality. This is over twice the national average for LGB people.

Recommendations

The policy recommendations of this report span beyond the borders of Wales.

The majority of the issues highlighted by this survey are endemic to a wider problem evident not only in the UK but much further afield. However, given the practicalities that must be adhered to the recommendations outlined below relate to various local organisations including the National Assembly of Wales, local education authorities, local county councils, charity organisations, social and health care services and local police services.

General

- ★ LGB equality should no longer be relegated to a second tier equality issue in Wales. The National Assembly of Wales, WLGA and other public bodies should mainstream LGB equality issues in the wider equality agenda.
- ★ All public bodies should be statutorily obliged to mainstream equalities work.
- ★ In light of the differences in discrimination between Wales and other parts of the UK any new Single Equalities Body must recognise devolution so that these unique differences can be fully addressed at the local level.

Relationships

- ★ Civil same-sex partnerships should be recognised in law.
- ★ Increased access to information regarding rights to adoption.
- ★ The National Assembly of Wales should issue guidance to the NHS in Wales regarding the constitution of next of kin.



Education and Youth

- ★ Increased support of groups to counsel those who are 'coming out,' especially in more rural areas. This applies equally to young and old LGB people.
- ★ Following the repeal of Section 28 of the Local Government Act, increased support provision to enable teachers to counsel and deal with sexual identity and bullying issues openly and freely without fear of reprisal.²
- ★ The recognition and inclusion of LGB issues within the teaching of the Personal and Social Education key stage framework in the National Curriculum.
- ★ Further support for the introduction of anti-homophobic bullying policy.
- ★ Support for LBG staff.
- ★ Increased equal opportunities and diversity training for all teachers on a regular basis.
- ★ Punitive reprisals for teachers found guilty of homophobic bullying/abuse of other staff or students.

² Stonewall Cymru has developed training and resources for teachers on LGB issues.

Community Development and Age

- ★ Increase the willing participation of LGB women and older people in community and LGB events.
- ★ Reduce the social exclusion of older LGB people from the major LGB social scene in Wales by creating support groups and promoting positive images of ageing.
- ★ Provide social and health care service employees with equality and diversity training on a regular basis highlighting the unique problems faced by younger and older LGB people.
- ★ Increased capacity building on a regional basis. Regional networks should be further supported to provide increased access and the promotion of services to LGB people of all ages within local communities.

Employment

- ★ Current concessions made to religious organisations, and those claiming to be run on religious principles, in the EU framework directive for equal treatment in employment must be addressed by the Government. At the local level the National Assembly for Wales must take a position against these concessions and should commission an audit to identify the potential impact they may have in Wales.

Experiences of Discrimination

- ★ An introduction of 'Hate Crimes' legislation in relation to homophobic hate related violence and property damage.
- ★ An introduction of 'Hate Crimes' legislation which recognises multiple discrimination, including the discrimination experienced by women, ethnic minorities and disabled LGB people.
- ★ The introduction of legislation equivalent to the Race Relations and Sex Discrimination Act.
- ★ The continued support for equal opportunities and diversity training for all police services.
- ★ The further promotion of police and LGB community liaison groups and meetings.
- ★ The introduction of domestic workplace anti-discrimination law which recognises sexual orientation.
- ★ The National Assembly of Wales to introduce of a Code of Practice in relation to workplace equal opportunities and diversity in relation to sexual orientation, sex, race and disability.

LGB equality should no longer be relegated to a second tier equality issue in Wales – public bodies should mainstream LGB equality issues in the wider equality agenda.

Methodology

Selection of the Sample

The sample to be analysed in this report includes 354 lesbian, gay, bisexual and transgendered (LGB) people.³

A purposive sampling strategy was adopted for this research. Areas and events where LGB people were likely to be present were targeted for dissemination. Primary sites included: the St David's Eisteddfod, Cardiff Mardi Gras, Stonewall Cymru's first annual conference in Cardiff and several night clubs and local groups across Wales. Several membership databases were also utilised for the dissemination of the survey, including Stonewall Cymru, TUC Wales Lesbian and Gay committee and the North Wales Lesbian Line. Finally, Internet sites (such as Gay Wales) were also used to disseminate the questionnaire.

It is likely that Mardi Gras and Stonewall Cymru's annual conference generated the majority of responses. The prevalence of lesbian respondents in the survey is likely to be a result of the dissemination through the lesbian magazine Womanzone.

The lack of community groups or a proper community infrastructure across much of rural Wales made it more difficult to access LGB people in these areas. Stonewall Cymru is currently looking at ways of increasing capacity and community infrastructure on a regional basis.

This study is exploratory. In no way should the methodology be presumed to have enabled data collection from a sample that is representative of the entire LGB population living in Wales. Results from this study should be treated as a first attempt to ascertain the perceptions and experiences of those LGB people living in Wales who were able to respond to this survey.

This was the first major survey of its kind to identify the unique problems and needs of LGB people across Wales.

³ One respondent described their sexual identity as Transgendered (male to female) and another reported being Transgendered (female to male). The survey did not make it explicit whether these respondents would describe their sexual identity as homosexual, bisexual, or heterosexual. Because they were responding to a "Survey of Wales' Lesbian, Gay and Bisexual Community," we must assume they are gay. However, in the future the survey will be amended to make this clear. Reflecting the sexual identity of the majority of respondents, and for ease of presentation, we use the acronym LGB throughout this report.



**Findings from the 2003
Stonewall Cymru Survey**

July 30, 2003

Dr Amanda L Robinson and Dr Matthew Williams

School of Social Sciences
Cardiff University
Glamorgan Building
King Edward VII Avenue
Cardiff CF10 3WT

Table of Contents

Table of Contents	3
Acknowledgements.....	6
Methodology	8
Selection of the Sample	8
Section I: Quantitative Findings: Characteristics of the LGB Community in Wales	9
Description of Respondents.....	9
Respondents' Relationships and Families.....	13
Visibility of Sexual Orientation	17
Community Involvement.....	19
Experiences of Discrimination.....	21
Obstacles and Solutions to Achieving Gay Equality.....	30
Section II: Qualitative Findings: Major Issues Affecting the LGB Community in Wales	34
Age	34
School Bullying.....	35
Employment	38
Victimisation and Criminal Justice	42
Section III: Conclusions	45
Major Findings	45
Policy Recommendations	47
Methodological Recommendations.....	49
References	52

Executive Summary

The following are highlights of the key findings outlined in the report:

- More than 1 in 3 respondents reported being the victim of physical violence or bullying. Over half of those aged under 18 to 25 had been physically assaulted or bullied. Men were far more likely than women to have been physically victimised.
- Men were also far more likely than women to experience being dismissed from a job, being denied access to their children, not being selected for a job, being evicted, being harassed by the police, not receiving the same education or training and being economically exploited because of their sexuality.
- 25% of respondents reported having been dismissed from a job because of their sexuality. A large proportion reported being victim to harassment in the workplace. Almost 20% of respondents reported concealing their sexual identity in the workplace.
- Those LGB people with disabilities were far more likely to be discriminated against in all areas of life.
- Older respondents experience less discrimination compared to other age groups. They were also less likely to disclose their sexual identity and were less likely to be involved in community activities. Combined these factors may lead to the social exclusion of older LGB people.
- Speaking Welsh as a first language, or living in a particular area of Wales (south, mid-west, or north) did not significantly impact the likelihood of being physically victimised or experiencing other forms of discrimination.
- Over half of the respondents feel under protected by the law and a quarter reported being harassed or discriminated against by the police. In general opinions and experiences of the police were mixed, possibly reflecting the proactive work police services have been carrying out in relation to homophobic hate-related crime.
- The prevalence of physical victimisation of younger LGB people in the survey may be indicative of school bullying. Elevated levels of bullying in educational settings have

serious negative consequences for the health and social well-being of young LGB people.

- The majority of respondents perceived that obstacles and solutions to gay equality were located at the societal level, placing less emphasis on themselves or the LGB community as sites of obstacles and solutions. Perceptions of solutions towards gay equality increase with age but drop after age 60.

Acknowledgements

Stonewall Cymru would like to thank everyone who completed the survey. We also give thanks to individuals and organisations that helped distribute the survey across Wales, and to Dr. Amanda Robinson and Matthew Williams of Cardiff University for collating and analysing the completed questionnaires, and writing the report.

Background of Stonewall Cymru

Stonewall Cymru works to achieve equality and social justice for lesbian, gay and bisexual people in Wales. Stonewall Cymru works across Wales to:

- ◆ Promote the human rights and equal treatment of lesbian, gay and bisexual people
- ◆ Challenge discrimination against lesbian, gay and bisexual people
- ◆ Articulate the needs and interests of lesbian, gay and bisexual people and represent these to the National Assembly for Wales and other appropriate bodies
- ◆ Consolidate and develop the infrastructure with lesbian, gay and bisexual communities across Wales to enable them to contribute to and have representation in policy developments.

Launched in August 2001 as the LGB Forum Cymru, the organisation changed to Stonewall Cymru on 1 April 2003. Stonewall Cymru is a fully devolved part of Stonewall, the GB-wide equality organisation. Stonewall Cymru is part funded by the National Assembly for Wales, and is the only government sponsored body of its type in the UK.

Historically, discrimination against lesbian, gay and bisexual people has been ignored, sometimes even encouraged. As a result Governments have put few resources into researching the extent of discrimination experienced by LGB people. Information that is specific to Wales is virtually non-existent. This lack of information has given many policy makers and employers an excuse to ignore LGB equality issues.

Fortunately this situation is changing. Since devolution, there has been an increase in political and financial support in Wales for initiatives that seek to promote equality for lesbian, gay and bisexual people. In addition, from December 2003 there will be legislation outlawing discrimination at work on the grounds of sexual orientation for the first time. Both factors have helped push LGB discrimination issues further up the equality agenda in Wales.

With funding from the Welsh Assembly Government, Stonewall Cymru initiated this first ever Wales-wide survey of lesbian, gay and bisexual people in Wales. The aim of the survey is to better understand the needs of LGB people in Wales - to ensure our work is rooted in the concerns of LGB people and that policy making in Wales is based on evidence, not just anecdote.

Methodology

Selection of the Sample

The sample to be analysed in this report includes 354 lesbian, gay, bisexual and transgendered (LGB) people.¹ Three heterosexual people completed the survey but were excluded from the analyses because most questions on the survey were designed to elicit the experiences and perceptions of non-heterosexual people. In future research, however, it might be worthwhile to have a heterosexual survey to gather information about the majority's perceptions about issues affecting LGB people.

A purposive sampling strategy was adopted for this research. Areas and events where LGB people were likely to be present were targeted for dissemination. Primary sites included: the St David's Eisteddfod, Cardiff Mardi Gras, Stonewall Cymru's first annual conference in Cardiff and several night clubs and local groups across Wales. Several membership databases were also utilised for the dissemination of the survey, including Stonewall Cymru, TUC Wales Lesbian and Gay committee and the North Wales Lesbian Line. Finally, Internet sites (such as Gay Wales) were also used to disseminate the questionnaire.

It is likely that Mardi Gras and Stonewall Cymru's annual conference generated the majority of responses. The prevalence of lesbian respondents in the survey is likely to be a result of the dissemination through the lesbian magazine *Womanzone*.

The lack of community groups or a proper community infrastructure across much of rural Wales made it more difficult to access LGB people in these areas. Stonewall Cymru is currently looking at ways of increasing capacity and community infrastructure on a regional basis.

This study is exploratory. In no way should the methodology be presumed to have enabled data collection from a sample that is representative of the entire LGB population living in Wales. Results from this study should be treated as a first attempt to ascertain the perceptions and experiences of those LGB people living in Wales who were able to respond to this survey.

¹ One respondent described their sexual identity as Transgendered (male to female) and another reported being Transgendered (female to male). The survey did not make it explicit whether these respondents would describe their sexual identity as homosexual, bisexual, or heterosexual. Because they were responding to a "Survey of Wales' Lesbian, Gay and Bisexual Community," we must assume they are gay. However, in the future the survey will be amended to make this clear. Reflecting the sexual identity of the majority of respondents, and for ease of presentation, we use the acronym LGB throughout this report.

Section I: Quantitative Findings: Characteristics of the LGB Community in Wales

Description of Respondents

Table 1 presents demographic information about the 354 survey respondents. Females were overrepresented in the sample as 65% of those responding to the survey specifically identified as lesbian, gay or bisexual women. Most respondents specifically identified themselves as gay or lesbian; less than 6% identified themselves as bisexual and less than 1% as transgendered or transvestites. The majority of respondents are less than 40 years old, and almost all respondents are white. Ten percent of respondents reported that they are disabled. About one-third of respondents reported having a religious faith. The religions specified included many different types: Buddhism, Catholicism, Muslim, Methodist, Christian, Pagan, and Anglican.

About three-quarters of respondents reported being employed; about 10% of respondents are students and 6% are retired. Men and women had similar employment patterns except that men were more likely to be retired (11.3% of men compared to 3.6% of women). Only 10% reported being unemployed. Most respondents are at the lower end of the income scale as less than 20% reported earning more than £25,000 per annum. The annual incomes of men and women did not differ to a statistically significant extent.

Table 1: Demographic Characteristics of Respondents.

<u>Variable</u>	<u>Value</u>	<u>Percent</u>
Gender	female	64.5
	male	35.5
Age	under 18	0.6
	18-25	14.9
	26-40	45.7
	41-50	25.0
	51-60	11.2
	over 60	2.6
Race	white	98.8

	other	1.2
Sexual Identity*	gay man	32.9
	lesbian	47.3
	gay woman	13.3
	bisexual man	2.0
	bisexual woman	3.5
	transgender (male to female)	0.3
	transgender (female to male)	0.3
	undecided	0.3
	transvestite	0.3
Religious Faith	no	67.3
	yes	32.7
Disabled	no	89.6
	yes	10.4
Employment Status	employed	74.5
	unemployed	9.6
	student	9.6
	retired	6.4
Annual Income	under £10,000	26.2
	£10-14,999	21.3
	£15-19,999	17.7
	£20-24,999	17.7
	£25-29,999	7.3
	£30-39,999	5.5
	£40-49,999	2.1
	over £50,000	2.1

Notes:

N=354

All percentages listed are valid.

* In all subsequent analyses sexual identity is categorised by sex.

The next table provides information about issues specific to Wales. The first language of 9% of respondents is Welsh, and a further 26.6% speak Welsh at some level. Men were significantly more likely to report that Welsh is their first language (16.3% of men compared to 5.4% of women). The likelihood of speaking Welsh as a first language did not differ significantly according to respondents' age: 0% of those less than 18 years old, 13.5% of those aged 18-25, 11.3% of those aged 26-40, 6.9% of those aged 41-50, 0% of those aged 51-60, and 11.1% of those aged over 60. Also, similar proportions reported Welsh as their first language regardless of their employment status: 10.5% of those employed, 3% of those unemployed, 9.1% of students, and 4.5% of retirees. However, there was a statistically significant relationship between annual income and speaking Welsh as a first language. It appears that respondents who speak Welsh as a first language earn more than those who do not. Only 5.6% of those earning under £20,000 reported that Welsh is their first language, compared to 8.5% of those earning £20-39,999 and 31.3% of those earning more than £40,000 per annum.

Other information provided in the table relates to where respondents live in Wales. This is presented by the seven census regions, and also by geographic region (north, mid-west, or south). As can be seen, most of those who answered the survey live in the southern area of Wales, and more than one-quarter of respondents live in Cardiff. This is likely to be related to the target sampling. Respondents were more likely to report speaking Welsh as their first language when they lived in north Wales (19.5%) compared to mid-west Wales (9.6%) or south Wales (7.5%).

Table 2 provides information about the percentage of LGB people who speak Welsh. In our survey 26.6% of respondents speak some Welsh. In the population as a whole 28.4% say they have one or more skills in the Welsh language according to Census 2001.

There are no figures about the size of the Welsh LGB population. However, in the 2003 Government consultation paper on Civil Partnerships, the DTI estimate that LGB people constitute 5-7% of the total adult population.

Table 2: Speaking Welsh and Living in Wales

<u>Variable</u>	<u>Value</u>	<u>Percent</u>
First Language is Welsh	no	91.0
	yes	9.0

Speaks Any Welsh	no	73.4
	yes	26.6
Census Region	CF	43.3
	SA	25.2
	NP	6.6
	LD	1.4
	SY	6.3
	LL	9.5
	CH	2.3
	Other	5.4
Geographic Region*	south Wales	52.7
	mid-west Wales	34.8
	north Wales	12.4
Lives in Cardiff	no	74.0
	yes	26.0

Notes:

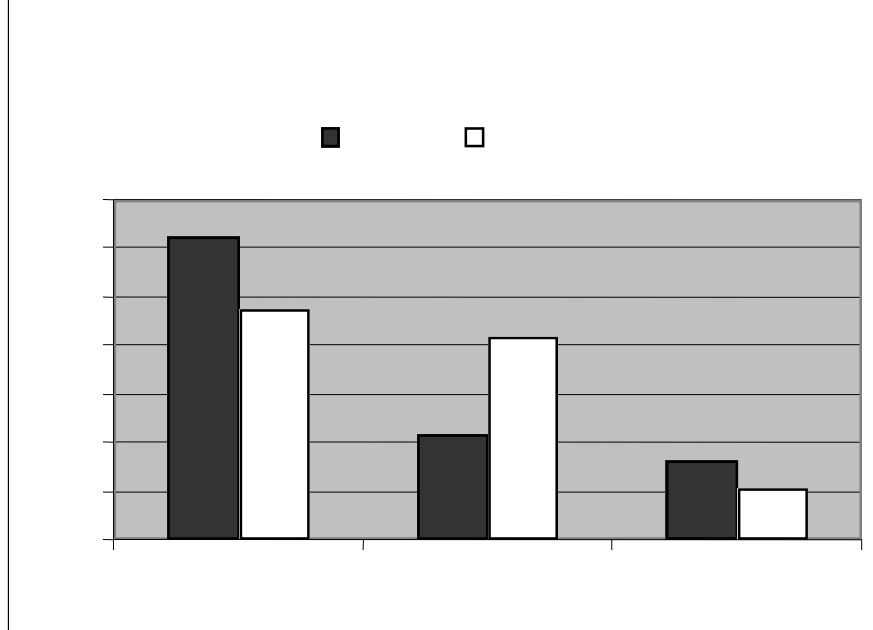
N=354

All percentages listed are valid.

* South Wales includes regions CF and NP, Mid-West Wales includes regions SA, LD and SY, and North Wales includes LL and CH. 'Other' respondents living outside of Wales were categorised as 'missing.'

Chart 1 displays the distribution of the LGB community in Wales, according to geographic region and by the sex of the respondents. Significantly different proportions of gay men and lesbians live in the three geographic regions of Wales. For example, 62% of gay men live in south Wales compared to 47% of lesbians. But a larger proportion of women (42%) compared to men (22%) live in the mid-west region, and less than 1 in 5 of LGB men or women lives in north Wales.

Chart 1: The Distribution of the LGB Community in Wales



Respondents' Relationships and Families

Table 3 presents information about respondents' relationships and families. More than 6 in 10 respondents are currently in a same sex relationship. Of those in relationships, 65.4% are currently living with their partners. Only about 25% of these relationships are less than one year old – most are between 2 and 5 years old and almost 20% of the relationships are over 10 years old. The length of the relationship did not differ significantly between men and women.

Only about 10% of respondents had been through a commitment ceremony with their partners, but more than one-third had given their partners legal rights. About one-quarter of respondents said they would like to have a commitment ceremony with their partners in the future (plus another 35.5% said they *might* like to). Another one-third said that they would marry their partner if it were legal.

None of the relationship variables differed according to the geographic region where the respondent lives, nor did these variables differ according to whether the respondent speaks Welsh as a first language.

Table 3: Relationships and Families.

<u>Variable</u>	<u>Value</u>	<u>Percent</u>
Currently in Same Sex Relationship	no	38.9
	yes	61.1
Length of Relationship*	less than 6 months	12.5
	6 months - 1 year	12.5
	1-2 years	13.9
	2-5 years	27.3
	5-10 years	15.7
	over 10 years	18.1
Living with Partner*	no	34.6
	yes	65.4
Has Had Commitment Ceremony*	no	89.5
	yes	10.5
Wants to Have Ceremony in Future*	no	25.9
	yes	23.9
	maybe	35.5
	don't know	14.7
Given Partner Legal Rights*	no	63.1
	yes	36.9
Would get Married if it was Legal*	no	18.6
	yes	32.6
	maybe	37.7
	don't know	11.2
Has Children	no	76.4
	yes	23.6
Caring for Children	no	82.7
	yes	17.3
Has Children in Household	no	41.4
	yes	36.8

	sometimes	21.8
Might have Children in the Future	no	38.8
	yes	12.9
	maybe	32.0
	don't know	16.3

Notes:

N=354

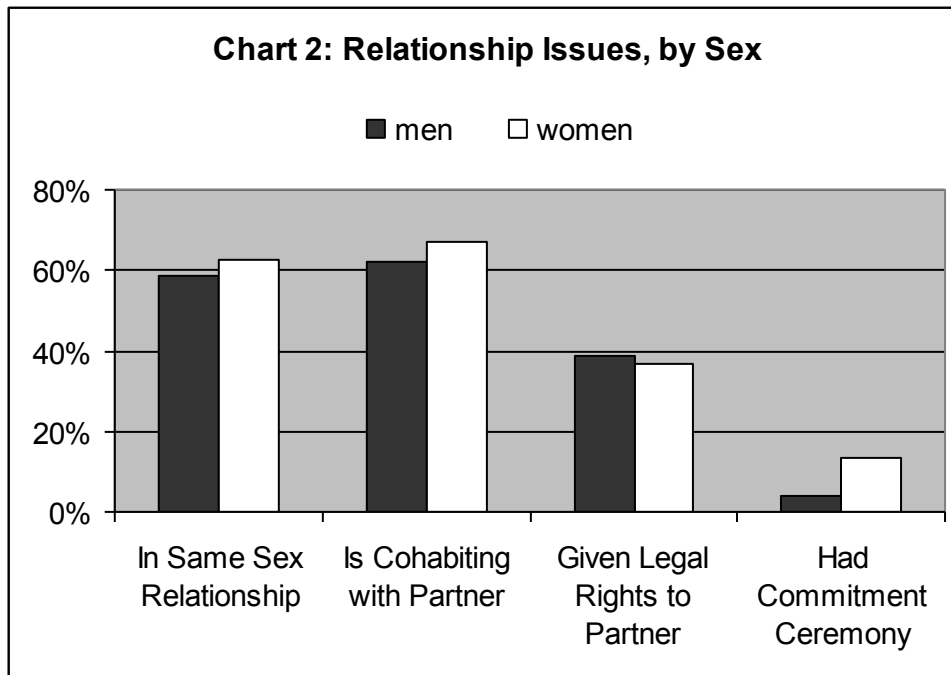
All percentages listed are valid.

* Percentage relates to those currently in a same sex relationship.

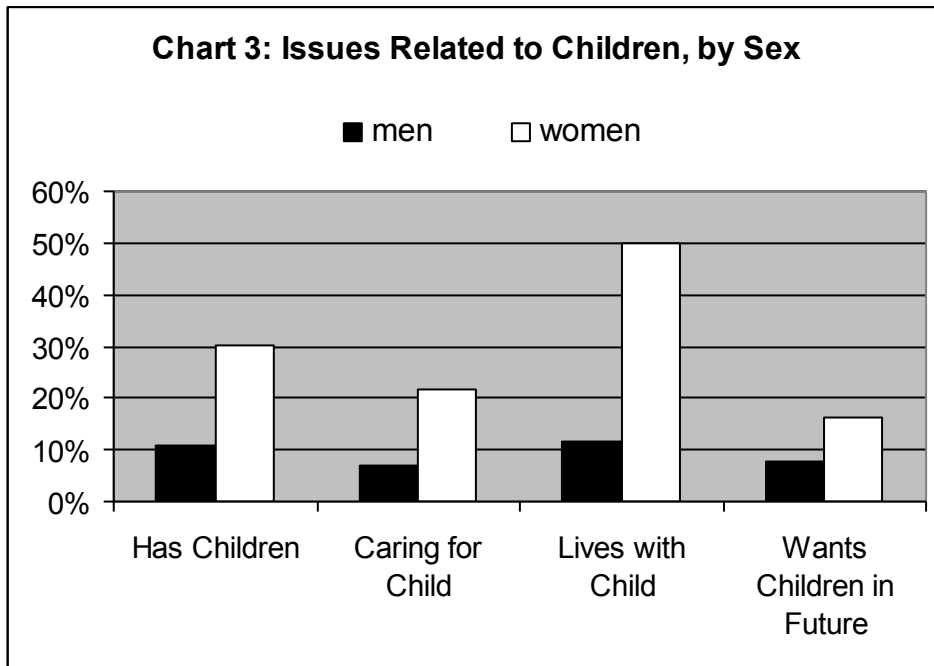
Table 2 also provides information about the children and the child care duties of respondents. About 1 in 4 respondents are parents, and about 1 in 5 respondents report that they are caring for a child. When asked if they sometimes have the child(ren) living with them, almost 60% report that they do, at least sometimes. More than 60% of respondents report that they might bring up a child together with their partner at some point in the future.

Some differences emerged according to experiences and perceptions regarding children, based on where respondents live in Wales and according to whether they speak Welsh as a first language. For example, significantly more respondents who spoke Welsh as a first language reported wanting to bring up a child with their partner at some point in the future (25% compared to 12% who do not speak Welsh as a first language). Child care duties differed significantly by region. Larger proportions of those living in north Wales reported caring for a child (32%) compared to mid-west Wales (18.7%) and south Wales (14.4%). A similar pattern was also present according to whether the child currently lives with the respondent.

The next two charts present information about issues related to relationships and children, and how respondents differ on these issues according to their sex.



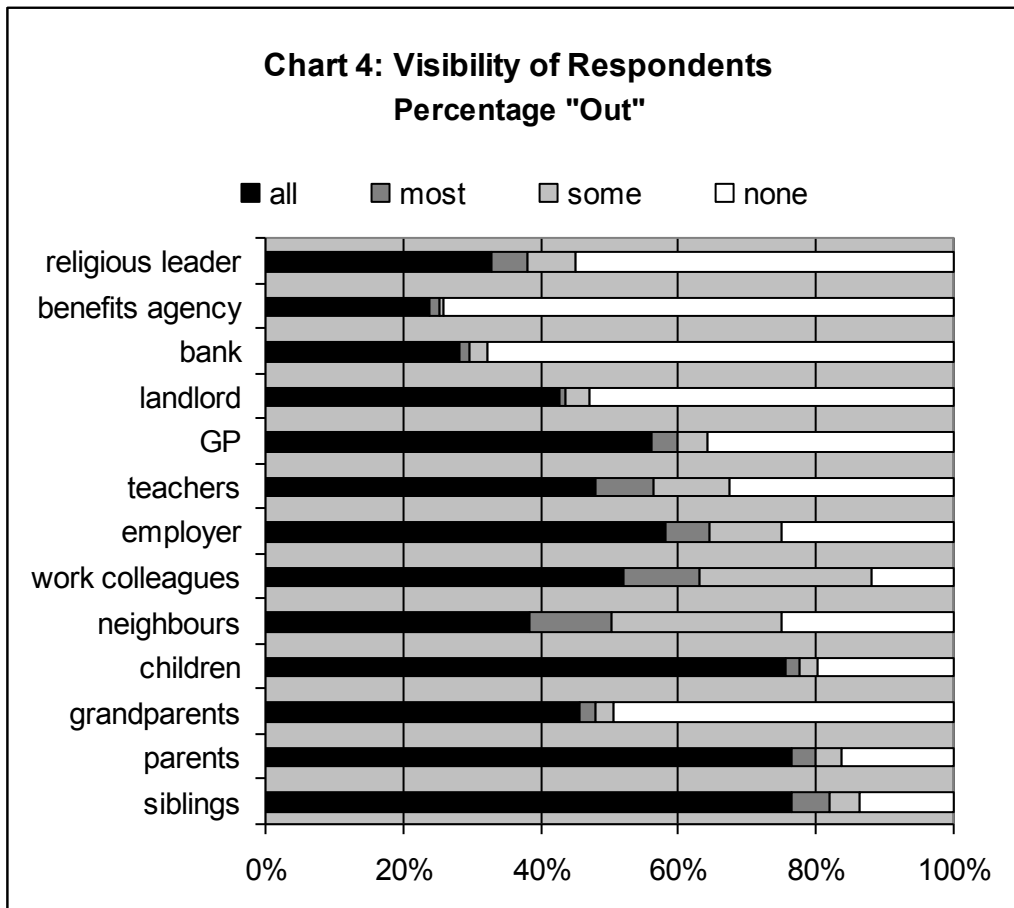
As Chart 2 demonstrates, men and women are very similar when it comes to relationship issues. For example, similar proportions of men and women are in same sex relationships (58.7% of men and 62.8% of women). Similar proportions of men and women are living with their partners (62% and 66.9%, respectively). Very similar proportions of men and women had made legal arrangements (e.g., a will or powers of attorney) in favour of their partners (38.9% and 37%, respectively). The only relationship variable that was statistically different for men and women was having a commitment ceremony. A 'commitment ceremony' was defined as "having your relationship blessed, 'got married,' or gone through a non-religious ceremony declaring your commitment to each other." More than three times the proportion of women (13.3%) compared to men (4.2%) have had commitment ceremonies with their partners.



While men and women might be similar in terms of relationships, differences are apparent when it comes to issues related to children and child care. As illustrated in Chart 3, significantly more women than men currently have children (30.2% compared to 10.7%) or are caring for a child(ren) (21.7% compared to 6.8%). Most notably, far more women than men are currently living with children in their households (50% compared to 11.5%). The one variable where men and women are most similar is whether they want to bring up a child in the future – 16.2% of women compared to 7.8% of men say they do. Across the board, however, it is safe to say that (similar to the heterosexual population) women are more likely to have responsibilities for children and child care compared to men.

Visibility of Sexual Orientation

Respondents were asked about those people to whom they were “out” in terms of their sexuality. Thirteen types of people were listed, and respondents were asked to indicate whether they were out to all, most, some or none of each type of person. The results of this exercise are displayed in the following chart. As can be seen, larger proportions of respondents were out to people in their families (siblings, parents, grandparents, children) compared to people such as neighbours or work colleagues. Respondents were least likely to be out to people working in the benefits agency or their bank.



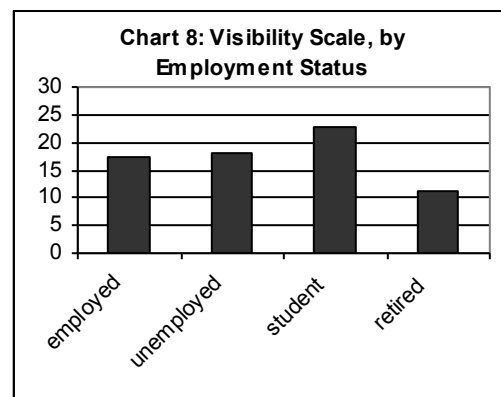
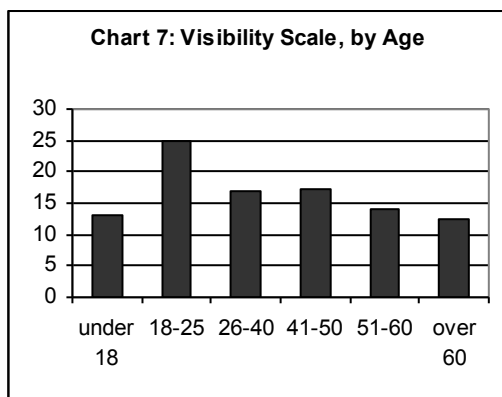
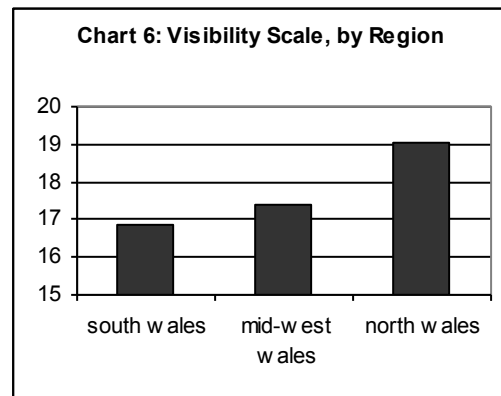
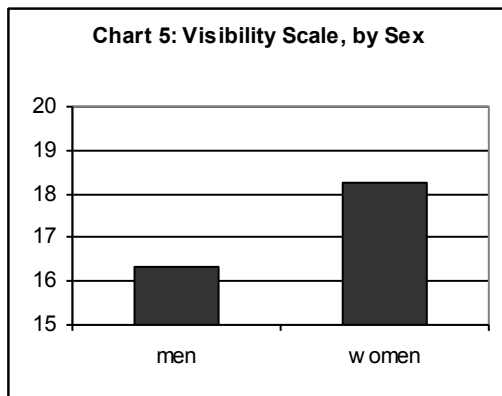
To get a sense of the overall 'visibility' of respondents, a scale was constructed from the information presented in Chart 4. The level that respondents were 'out' was assigned a numerical value (4=all, 3=most, 2=some, 1=none, 0=missing or not applicable), and these values were summed for the 13 types of people. The scale therefore ranges from 0 to 52, and the average respondent scored 18 on this scale. A maximum score of 52 would be interpreted to mean that the respondent was fully "out" to all the people listed on the survey. The average score of 18 indicates that the average respondent had not fully disclosed their sexual orientation to even half of the people listed. The reliability coefficient for this scale ($\alpha=.99$)² indicated that it is a very reliable measure of visibility.

Analyses were performed to reveal any sub-group differences that might exist in terms of visibility (see Charts 5-8 below). Statistically significant differences in scores on the visibility scale were found by respondents' age and employment status, but not for their sex, whether they speak Welsh as a first language, or by the geographic region in which they reside. Men and women had similar scores on the visibility scale (16.3 for men and 18.3 for women).

² In this context, 'reliability' is defined as the consistency or stability of a measuring instrument. A reliability coefficient can range from 0 to 1.0. The standard rule of thumb is that when alpha is greater

Those who spoke Welsh as a first language had lower visibility scores, but this difference was not statistically significant (15 compared to 18.1). By region, people living in north Wales had the highest scores on the visibility scale (meaning they were 'out' to the greatest extent), but this difference was not statistically significant (19.1 compared to 17.4 for mid-west Wales and 16.9 for south Wales).

In terms of age and employment status, however, statistically significant scores on the visibility scale were present. Of all the age categories, those who were 18 to 25 years old had the highest scores on the visibility scale, and those over 60 years of age had the lowest. Similar findings exist for the employment status categories: students had the highest mean score while retired people had the lowest.

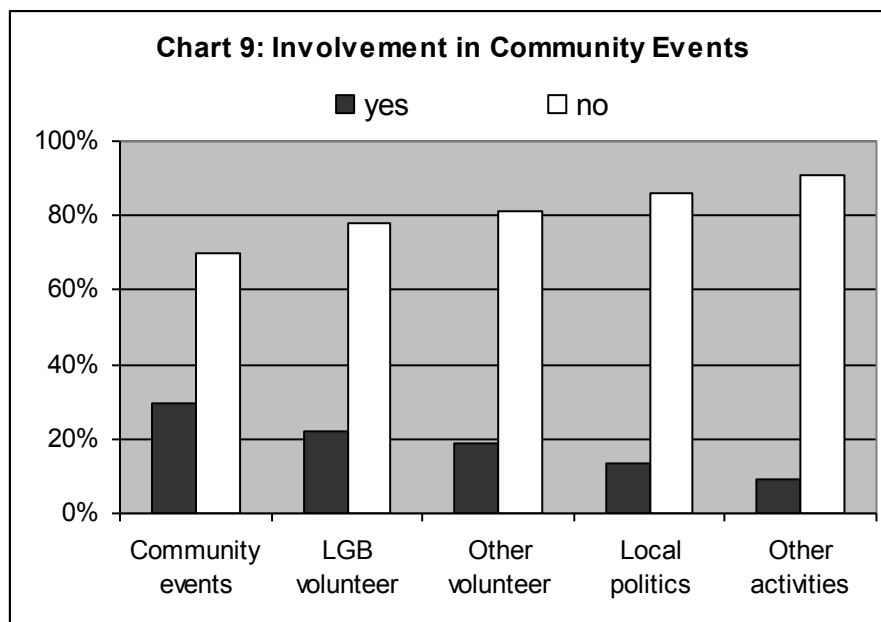


Community Involvement

A series of questions were designed to ascertain the extent to which respondents were involved in the following: community or neighbourhood events and organisations; local politics; voluntary work in the LGB community (helplines, support groups, etc.); voluntary

than .70 the scale can be considered reliable. A reliable scale means that all the items used in its construction are consistently measuring the same phenomenon.

work outside the LGB community; and other. Respondents were asked to tick whether they were involved in these events, and then asked to specify their type of involvement. The distribution of responses is presented in the following chart.



Respondents most often reported that they were involved in 'community events.' This included activities/organisations such as neighbourhood watch, Cardiff Mardi Gras, the Rainbow Centre Project, village life, youth offender panels, and women's events. The next most frequent type of activity was that related to LGB organisations/events, such as FFLAG³, GYL project⁴, LGB discussion group, Friend South Wales helpline, and coordinator of local LGB societies. Other volunteer work included animal rights, cancer support, choir, church/clergy, community action, women's aid, and working with disabled children. For local politics, respondents most often listed their political affiliation (usually Plaid Cymru or the Labour Party). The 'other' category of community involvement had a variety of listings such as church, orchestra, rugby, swimming, work for charity, and police liaison, among others.

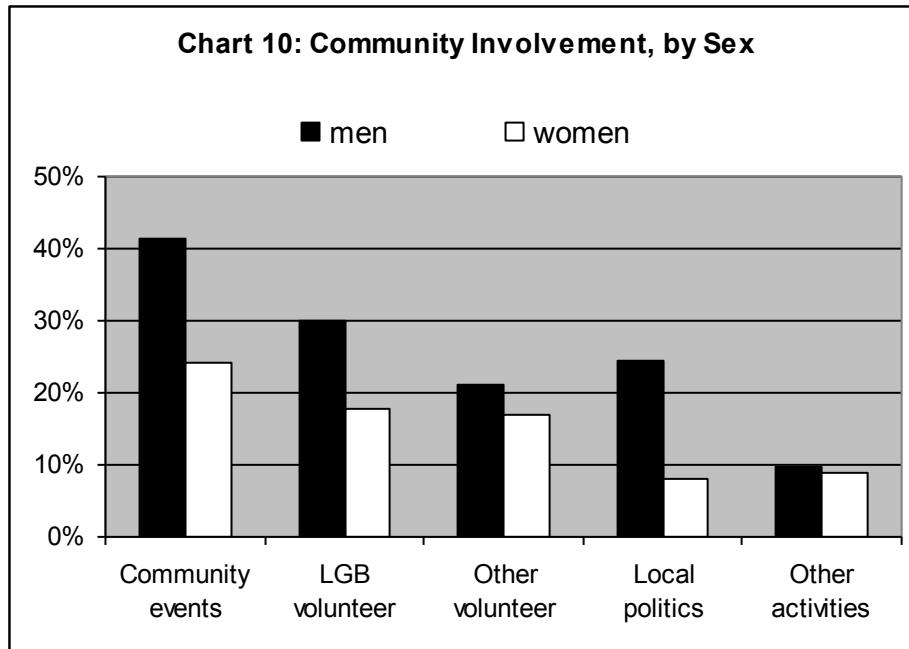
It should be noted that there was some overlap between answers in various categories. For example, some respondents listed LGB events in 'community activities' and therefore the findings presented here are probably inflated estimates compared to their actual occurrence.

The next chart displays the differences in community involvement by sex. Several statistically significant findings are present. Compared to women, men are significantly more likely to be

³ Friends and Families of Lesbians and Gays.

⁴ GYL Project provides a support and befriending service for young LGB people and their families.

involved in community events (42% compared to 24%), LGB work (30% compared to 18%), and local politics (24% compared to 8%). They are also more likely to engage in other volunteer work and other activities, but these differences are not statistically significant.



Rates of community involvement did not differ significantly by respondents' age or whether they spoke Welsh as a first language. However, one significant difference did emerge according to geographic region: respondents from north Wales were more likely to be involved in local politics (27%) compared to respondents living in south Wales (14%) or mid-west Wales (8%).

Experiences of Discrimination

Table 4 presents respondents' experiences with 28 different types of discrimination that they might have experienced because of their sexual orientation. For each type of discrimination, they were asked to tick whether the experience was 'mildly serious,' 'moderately serious,' or 'very serious.' By default it was assumed that those who did not tick a box did not experience that type of discrimination.

Table 4: Percentage of Respondents Experiencing Types of Discrimination.

	Not Experienced	Mildly Serious	Moderately Serious	Very Serious
Physical violence or bullying	64.4%	12.7%	8.5%	14.4%
Name calling/public ridicule	35.9%	31.6%	18.9%	13.6%
Verbal abuse/harassment	43.2%	24.9%	18.9%	13.0%
Being ignored or avoided	55.9%	20.1%	12.1%	11.9%
Being made to feel ashamed or embarrassed	45.8%	22.3%	15.8%	16.1%
Being treated with suspicion by others	47.5%	24.6%	17.2%	10.7%
Feeling unprotected by the law	47.5%	13.6%	13.3%	25.7%
Orgs/public authorities refusing to recognise your same sex relationship	53.7%	11.3%	11.9%	23.2%
Families/friends refusing to recognise your same sex relationship	56.5%	15.5%	10.7%	17.2%
Feeling you cannot express yourself in public as a gay person	29.4%	22.3%	20.3%	28.0%
Not receiving the same employer concessions	50.0%	12.4%	10.7%	26.8%
Not being able to join the army as openly gay	67.8%	9.0%	6.8%	16.4%
Not being able to marry someone of the same sex	63.6%	11.3%	7.1%	18.1%
Not being included as a beneficiary of someone's Will due to sexuality	63.6%	9.0%	7.9%	19.5%
Being unfairly taxed because of your sexuality	64.1%	9.6%	5.4%	20.9%
Being denied access to your children because of your sexuality	77.7%	6.5%	4.2%	11.6%
Being offended by the way homosexuals are portrayed on television	37.0%	20.9%	18.1%	24.0%
Being offended by articles or editorials in print media	35.6%	20.1%	17.8%	26.6%
Being offended by the portrayal of homosexuals in the theatre	54.8%	15.5%	13.6%	16.1%
Being offended by public statements about the morality of homosexuals	31.9%	16.9%	13.8%	37.3%

You or your partner being discriminated against by GP or hospital	68.6%	9.9%	5.6%	15.8%
Not being appointed or selected for a job because of your sexuality	71.2%	8.8%	3.4%	16.7%
Being dismissed because of your sexuality	74.9%	7.1%	4.0%	14.1%
Being evicted from your accommodation because of your sexuality	82.2%	6.2%	2.5%	9.0%
Being harassed or discriminated against by the police because of sexuality	75.1%	7.9%	5.1%	11.9%
Not being given the same education or training because of sexuality	80.2%	7.1%	4.0%	8.8%
Being sexually exploited because of your sexuality	78.0%	5.9%	5.4%	10.7%
Being economically exploited because of your sexuality	76.8%	7.3%	3.4%	12.4%

N=354

According to Table 4, the most common type of discrimination experienced (on whatever level) was "feeling that you cannot express yourself in public as a gay person," which was experienced by 70.6% of respondents. Next, experienced by about 65-69% of respondents, were "being offended by public statements about the morality of homosexuals," "being offended by articles or editorials in the print media," "being offended by the way homosexuals are portrayed on television," and "name calling or public ridicule." Feeling discriminated against by the media is evidently a common experience among the LGB community in Wales.

Notably, more than 1 in 3 respondents reported being the victim of physical violence or bullying. The amount of physical violence or bullying did vary according to sex and age. Men were significantly more likely to experience physical violence or bullying compared to women (49% compared to 30%). The amount of physical violence or bullying also decreased with age. For example, over half (52%) of those under 25 experienced this form of discrimination, compared to about one-third of those middle aged, and 21% of those aged 51 or older. By region, physical violence or bullying did vary, although not to a statistically significant extent (39% of those living in south Wales, 28% of those in mid-west Wales, and 44% of those in north Wales). A higher proportion of those who spoke Welsh as a first language were physically victimised or bullied (41% compared to 35%), but again this difference was not statistically significant. Employment status also did not impact the experience of physical violence or bullying to a statistically significant extent (35% of the employed, 46% of the unemployed, 46% of students, and 18% of retired persons). In conclusion, we can say that the experience of physical violence or bullying is present to a statistically greater extent amongst men and amongst the young.

For a sense of the overall discrimination experienced by respondents, a scale was constructed from the information presented in Table 4. Respondents were asked to rank each type of discrimination according to seriousness. Each of these rankings was assigned a numerical value (3=very serious, 2=moderately serious, 1=mildly serious, 0=missing/respondent did not experience), and these values were summed for the 28 types of discrimination. The scale therefore ranges from 0 to 84, and the average respondent scored 24 on this scale. The reliability coefficient for this scale ($\alpha=.94$) indicated that it is a very reliable measure of discrimination.

Analyses were performed to determine whether some sub-groups had experienced higher levels of discrimination compared to others (as evidenced by their scores on the Total Discrimination Scale). Findings revealed that discrimination levels did not differ to a statistically significant extent according to sex, age, region, speaks Welsh as first language, or employment status.

Next, regression analyses were performed to explore the respondents' experiences with discrimination in a more complex fashion. Multivariate regression is a statistical procedure that

allows the effects of many variables on an outcome (such as discrimination) to be estimated simultaneously. Unlike the bivariate analyses that have been conducted thus far, which only estimate the relationship between two variables, regression analyses more accurately model social reality because many potentially important factors may be taken into account.

Table 5 presents the results of the regression analyses. Independent variables are those that we hypothesised might impact the likelihood of respondents' experiencing discrimination, such as their demographic characteristics and visibility as a LGB person. The dependent variables are eight types of discrimination that we are particularly interested in for policy reasons, in addition to the Total Discrimination Scale.⁵ Therefore nine regression equations in total were performed. For ease of presentation, significant predictors of discrimination are identified in the table as being 'more' or 'less' likely to experience discrimination.

⁵ The eight dichotomous dependent variables were coded as yes=1 and no=0, and analysed using logistic regression. The total discrimination scale dependent variable was analysed using linear regression.

Notes:

Only statistically significant ($p < .10$) findings are listed.

All dependent variables are yes/no except for the Total Discrimination Scale.

* The Total Discrimination Scale was created by summing all experiences of the 28 types of discrimination ($\alpha = .94$, range 0-84).

** The Visibility Scale was created by summing what proportion of 13 types of people respondents are "out" to ($\alpha = .99$, range 0-52).

***This is presented as one variable for ease of presentation. Actually S Wales and N Wales were entered into the regression equations as dummy variables.

Neither was a significant predictor for any of the dependent variables.

Several important themes emerge from the regression analyses. First, it is apparent that there is a consistent relationship between sex and discrimination due to sexual orientation, holding all other factors constant. Women appear to be less likely to experience physical violence, being denied access to their children, not being selected for a job, being dismissed from a job, being evicted, being harassed by police, not receiving the same education or training, and being economically exploited. There are several possible interpretations of these findings. First, it could be that lesbians or gay or bisexual women actually experience less discrimination because of their sexuality compared to gay men. In other words, it could be that this is a finding that truly reflects social reality. Second, it could be that women experience more discrimination than men, but that instead of thinking that they are being discriminated against because of their sexual orientation, they attribute their experiences to gender discrimination, which is not covered by the survey. Third, it could be that for some (unknown) reason the survey could not appropriately access or tap into women's experiences of discrimination. Each of these interpretations has its merits, but additional research would be necessary to rule out any of them.

A second major finding to emerge from the regression analyses concerns LGB people with disabilities. Similar to sex, this is a variable that impacted experiences of discrimination 'across the board,' even including the Total Discrimination Scale. Respondents who reported having a disability were more likely to experience physical violence, not being selected for a job, being dismissed from a job, being evicted, being harassed by police, not receiving the same education or training, and being economically exploited. Furthermore, disability was the only variable that was statistically related to the Total Discrimination Scale. This means that, holding all the other independent variables constant, disability is the *only* variable that has an impact on the overall experience of discrimination (making it more likely). How can we interpret this finding? It could be that LGB people with disabilities truly do experience more discrimination than those without disabilities. It has been identified by Snape, Thomson and Chetwynd (1995) that those with prejudices against homosexuals are also significantly likely to hold similar negative attitudes towards those with disabilities. What is difficult to ascertain is whether this discrimination results from their sexual orientation or from their disability. These are the murky waters of perception that are difficult to navigate. It could be that what they experience is discrimination due to multiple marginalised identities, but the survey design precludes assessing this possibility. Future research should pay particular attention to how the experience of discrimination (say, from sexual orientation) varies according to whether a person might also be discriminated against along another social dimension (for example, race, class, gender or disability). In addition, it would be interesting to know how people attribute the experience to a particular form of bias – for example is the culprit sexist or homophobic, or both?

Other findings from the regression analyses that merit attention are that older respondents tend to experience less discrimination than younger respondents. This finding mirrors most other social research which finds that power in society (in terms of wealth, prestige, etc.) increases as people age and this makes people less vulnerable to negative experiences such as discrimination. The finding relating to income supports this finding: the likelihood of discrimination becomes less as annual income increases. Another possible explanation relates to the visibility of older compared to younger respondents. As already noted, there was a statistically significant difference between the visibility of sexual identity between age groups. It is likely that if older people's sexual identities are less visible they may experience less discrimination.

A finding that might warrant more attention in future research is that students have a reduced likelihood of experiencing being dismissed from a job, being evicted, being harassed by police, and not receiving the same education or training. It could be argued that these findings are attributable to students not yet having the opportunity to be discriminated against. For example, most students will not yet have entered the job market. On the other hand, we might have expected students to be more likely to be harassed by the police (because younger people in general come into contact more often with the police) or to be evicted (because students have little power compared to landlords regardless of sexual orientation). So it is unclear whether these findings indicate that the social climate has become more tolerant, and students are reaping the rewards, or that they simply have not yet entered the big bad 'real' world, and when they do their experiences of discrimination will catch up to the rest.

It is also important to mention those variables that do *not* significantly impact experiences of discrimination amongst LGB people in Wales. First, the two Welsh-specific variables were not significant predictors of discrimination across the board. The region where respondents live did not impact any of the individual indicators of discrimination, nor did it impact scores on the Total Discrimination Scale. Similarly, whether respondents speak Welsh as their first language did not impact their likelihood of being discriminated against. Perhaps if Welsh people were compared to other British people, their experiences of discrimination would emerge as significantly different. Across regions within Wales, however, there is more similarity than difference when it comes to experiences of discrimination.

Other non-significant findings worth discussing relate to the three LGB-specific variables included in the regression equations: cohabits with partner; visibility scale; and participates in LGB events. We hypothesized that respondents who were more visibly connected to the LGB community would be more likely to be discriminated against. However, this was not the case as none of the variables were significantly related to the Total Discrimination Scale, physical violence, being denied access to children, being evicted, being harassed by police, not being educated or trained,

or economic exploitation. Participating in LGB events made respondents significantly more likely to experience not being selected for a job, but this is the only finding that supports our original hypothesis. The one other significant finding is opposite than expected: cohabitating with partners made respondents less likely to experience being dismissed from a job. As a whole, the findings suggest that those who 'come out,' live with their partners, or participate in LGB events are not more likely to experience discrimination than those who do not. This should be encouraging news to those promoting visibility and involvement within the LGB community.

Obstacles and Solutions to Achieving Gay Equality

The last sections of the survey were designed to elicit respondents' agreement with statements relating to obstacles that stand in the way of gay equality, as well as solutions to achieving safe and fulfilled equal citizenship. Perceptions about both obstacles and solutions were ascertained at three levels: ME (personally), US (Lesbian, gay men, and bisexual people), and THEM (society in general). Twelve statements comprised the obstacles section, and 14 statements comprised the solutions section. Each statement was ranked on a scale from 1 to 10 where 1=strongly agree and 10=strongly disagree. We attempted to make a Total Obstacles Scale, but the reliability coefficient was too low for the scale to be reliably used.

Table 6 presents the findings relating to obstacles to gay equality, for all the respondents and according to whether respondents are men or women. On the whole, it is clear that men and women tend to have similar levels of agreement to the statements. It is also the case that agreement with the statements increases as the statements move from personal, to LGB people, to societal issues. In other words, respondents were more likely to think that obstacles to gay equality arise from societal issues rather than LGB community issues or personal issues.

Table 6: Respondents' Perceptions of Obstacles to Gay Equality, On a Scale Where 1=Agree and 10=Disagree.

	Average Males	Average Females	Average Total
<i>Me (Personally)</i>			
My sexuality prevents me from taking part in community activities	6.9	6.7	6.8
Sometimes I feel lonelier at a gay event than I do at a straight event	6.3	7.0	6.8
I feel protected from homophobic abuse in my town/neighbourhood	6.4	6.9	6.8
The way people respond to my sexuality makes me feel 2nd class	5.3	6.0	5.8

Us (LGB people)

We suffer homophobic abuse in silence	4.0	4.5	4.3
The LGB commercial scene and community groups compete for resources	3.9	4.0	4.0
LGB people are bitchy and unsupportive of each other*	5.3	6.7	6.2
Not enough of us are out	3.4	3.2	3.3

Them (Society in general)

My neighbours don't mind living next door to homosexuals	4.3	4.4	4.3
Teachers turn a blind eye to homophobic bullying	3.5	3.7	3.7
Public servants do not discriminate against LGB people	6.6	7.0	6.9
The media's reporting/portrayal of lesbians/gay men is usually derogatory	3.9	3.6	3.4

N=354

* Men's and women's average scores differed to a statistically significant extent.

Table 7 presents the findings relating to solutions for achieving gay equality, for all the respondents and according to whether respondents are men or women. Similar to the findings about obstacles, respondents' perceptions of solutions weighed more heavily on society in general rather than at the personal or LGB community level. There were more statistically significant differences for men and women, with women more likely to have stronger agreement levels than men. Overall, however, the pattern is one of high agreement generally, that becomes stronger as the statements move from the personal, to the LGB community, to the societal level.

Table 7: Respondents' Perceptions of Solutions to Achieving Gay Equality, On a Scale Where 1=Agree and 10=Disagree.

	Average Males	Average Females	Average Total
<u>Me (Personally)</u>			
Become actively involved with local politics and activities*	3.3	4.1	3.8
Become actively involved w/ police liaison and statutory equality panels	3.2	3.7	3.5
Support my local LGB support groups/helplines*	2.3	2.8	2.6
Become a Friend of Stonewall	2.9	3.0	3.0
Become a positive role model in my community	2.4	2.8	2.7

Us (LGB people)

Use the natural networking between LGB people to work together	2.1	2.1	2.1
Report all homophobic incidents to the police	2.1	2.1	2.1
Work in partnership with other Equality agencies and minority groups	2.0	2.0	2.0
Stand up and be counted	2.0	2.0	2.1

Them (Society in general)

The media should have more respect for the lives of LGB people*	2.0	1.5	1.7
Teachers and parents should address homophobic bullying proactively*	1.5	1.3	1.3
Employers should address inequalities in their treatment of LGB people*	1.6	1.3	1.4
Health providers should recognise needs of LGB people and their families*	1.6	1.2	1.4
The law should recognise same sex partnerships and family units*	1.5	1.2	1.3

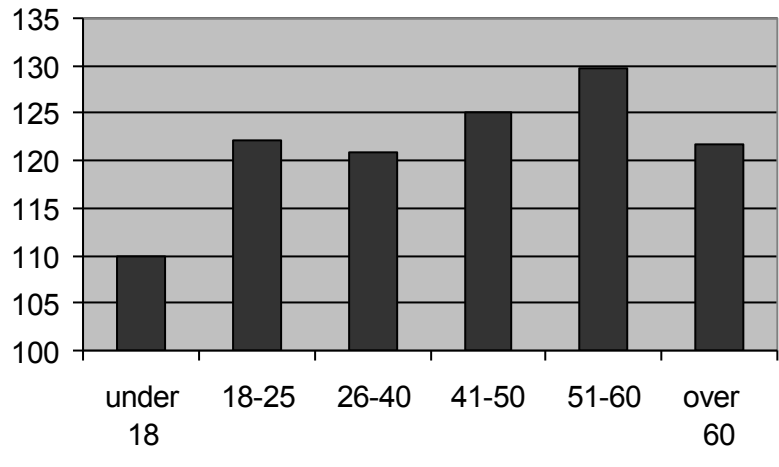
N=354.

* Men's and women's average scores differed to a statistically significant extent.

To reflect the overall agreement of respondents towards solutions, a scale was constructed from the information presented in Table 7. The coding of the agreement level was reversed from 1=agree and 10=disagree to 1=disagree and 10=agree. This enables high scores on the scale to be interpreted intuitively (where a high score means a high level of agreement). The agreement scores were summed for the 14 statements. The scale therefore ranges from 0 to 140, and the average respondent scored 123 on this scale. Therefore most respondents had very high levels of agreement about the solutions necessary to achieving gay equality. The reliability coefficient for this scale ($\alpha=.86$) indicated that it is very reliable.

Analyses were performed to determine if there were any subgroup differences in terms of perceptions of solutions to achieving gay equality. Average scores on the solutions scale did not significantly differ according to respondents' sex, employment status, whether the respondent speaks Welsh as a first language, or region. However, average scores did differ according to respondents' age (see Chart 11). The lowest average score was for those under 18 years of age, and the highest score was for those respondents between 51 and 60 years old. Perceptions of solutions tend to increase steadily with age, but fall off once respondents reach age 60. If we consider these 'solutions' to be a proxy for feelings of empowerment or inclusion, then like other positive characteristics that increase with age (such as wealth or prestige) these also increase.

**Chart 11: Solutions to Gay Equality Scale,
by Age**



Section II: Qualitative Findings: Major Issues Affecting the LGB Community in Wales

Age

The quantitative section of the report identified statistically significant differences between the younger and older respondents in relation to the visibility of their sexual identity and levels of discrimination experienced. Another noteworthy difference between age groups (but not statistically significant) was their level of community involvement. In relation to visibility it was identified that older people scored significantly lower on the visibility scale than younger groups, meaning those individuals over 60 were more likely to conceal their sexual identities than those aged 18-25. Similar patterns were found in a Scottish survey of LGB people, where older respondents were far less likely to be 'out' to their families (Stonewall 2002). In relation to community involvement similar patterns were identified. Those over 60 were less likely to be involved in community activities than those aged between 18 and 40. These findings provide evidence of the continued social exclusion of older LGB people.

The difficulties experienced by older LGB populations in relation to their sexual identity are likely to increase their social exclusion. For example, it is understood that there are less support networks (family, friends, professional services etc.) for older generations in the general population. Unfortunately there is evidence to suggest that this problem is more acute for older LGB populations (Kaelber 2002). Research conducted in the US has identified that up to 75% of older LGB people live alone (compared to less than 33% in the general older population); that 90% have no children (compared to 20% in the general older population); and that 80% age as single people, without a life partner or significant other (compared to less than 40% in the general population) (Kaelber 2002). In comparison this research found that older LGB respondents are significantly less likely to have a partner compared to younger LGB people (54% of those over 51 reported being single compared to 46% of those aged under 18-25, 33% of those aged 26-40 and 40% of those aged 41-50), but they were significantly more likely to have children (52% of those aged over 51 had children in comparison to 2% of those aged under 18-25, 20% of those aged 26-40 and 29% of those aged 41-50). This suggests that while older LGB people in the sample may suffer socially exclusion due to lack of a partner and a low participation rate in community activities, some may be able to reduce this exclusion by drawing on kinship support networks.

The qualitative data emphasised the issue of ageism further. The data provided evidence in support the multi-faceted nature of ageism. As the following responses illustrate ageism seems to manifest in many ways in the LGB community in Wales:

"The scene in Cardiff ridicules older gays and lesbians. If you are over 25 you don't have a chance. It's a very exclusive social scene that is very unwelcoming to older people. You

stick out like a sore thumb and it makes you feel very unwelcome. I've not gone on the scene for a very long time now."

"I knew an elderly man who admitted to me that he was gay but had never told anyone because of fear of rejection from family and neighbours. I think it is harder for older people to come out, especially if you have children. Its more accepted if you come out when you are young, by the family and society more generally."

"There should be more support for the older generations who are LGB, both in terms of the scene and the provision of services."

Like in most other areas of the UK the major LGB social scene in Wales is youth orientated. Exclusion from the LGB social scene can have negative consequences. Marketing strategies are targeted towards younger people at the exclusion of those of an older age. Given that LGB issues are marginalised in the media, social venues become alternative and effective ways of advertising and promoting LGB services and sexual health issues. Those older people who are excluded from the LGB social scene risk remaining uninformed and uninvolved which further compounds their social exclusion.

Other research also suggests that the access and provision of professional social and health services is affected by the LGB status of some older people. Research conducted in the US has identified that older LGB people are five times less likely to access senior services than is the case in the general older population (Kaelber 2002). Reasons for avoidance behaviour include fear of discrimination, homophobia and concerns over insurance eligibility. In this survey almost 20% of older respondents reported being discriminated against by their GP or hospital health services.

The social exclusion of LGB older people is also perpetuated by the fear of ageing harboured by many younger LGB people. In a Scottish survey almost half of the respondents had concerns about becoming older. The key concerns were being alone, isolated and lonely and having poor health (Stonewall 2002). It is likely that these fears play some part in the social exclusion of older people from the LGB social scene. There is a risk that older LGB people in Wales, and in the UK more generally, will remain socially excluded unless there are proactive measures made to increase their willing participation in the LGB social scene and to increase the awareness of LGB issues for older people in a range of health and social services. It is unlikely that the unique problems experienced by older LGB people will subside without intervention.

School Bullying

Violence and school bullying emerged as a major theme within the qualitative data. While there were no specific quantitative questions on bullying within school, the survey did identify that that 52% of those aged under 25 had suffered from 'physical violence or bullying,' compared to 34% of those between 26–40, 38% of those between 41-50 and 21% of those 51 and over. It can be safely assumed that a substantial proportion of this figure relates to school bullying as 44% of

respondents less than 25 years old are currently students, and most young people will have recently been students. Additionally, other research has identified that a large amount of the physical abuse of young LGB people is experienced within educational settings (GALOP 1998, Mason and Palmer 1996, Rivers 2000, Renold 2002). This assumption is also supported by evidence in the qualitative elements of the survey:

“At school and college other students threw stones and spat at me and some other girls who were lesbians. Staff treated me differently than other students and gossiped about me to members of staff. Sadly I didn’t have the confidence to respond positively – I retreated, became depressed and dropped out of education. Later when I was in University I was again discriminated against by students and staff who didn’t want to talk about lesbian life on my woman’s studies degree!!”

“I was seriously verbally abused by teachers in high school because of my sexuality.”

“Homophobic bullying/abuse should be addressed more effectively in schools. However there is unfortunately the obstacle of section 28 to overcome therefore teachers are limited by the law as to what they can say. If children believe this is acceptable behaviour, as they grow up, they will think it’s part of society to be homophobic as it hasn’t been addressed earlier in life.”

Other research has identified similar patterns of bullying throughout the UK. A survey of LGB youth in London identified that 41% of respondents experienced physical abuse, 47% had experienced verbal abuse and 34% had experienced harassment all within school settings (GALOP 1998). Mason and Palmer’s (1996) research for Stonewall on crimes against lesbians and gays in the UK identified that 40% of all violent attacks on under-18s took place at school, with 50% of those being perpetrated by similar aged peers. In comparison 10% of the general secondary school population suffer from bullying (Rivers 1996).

Research conducted by Rivers (1996) shows how the bullying that lesbians and gay men experience in school is more severe in nature than general bullying. Further, Rivers (1996) highlights how the majority of research focuses upon physical and verbal abuse at the ignorance of other harmful forms of bullying. His research also identified that the spreading of rumours and stories, teasing, being the victim of theft, being intimidated, being ignored and being sexually assaulted all compounded to form LGB student’s experiences of bullying. The severe nature of this bullying leads to over 40% of victims attempting suicide on more than one occasion. In comparison, 2-4% of adolescents in the general population attempt suicide (Wallace, Crown, Berger and Cox 1997).

Current research being conducted in South Wales into suicide and young people has identified how some LGB youth find it difficult to cope with ‘coming out.’ Those who had attempted or considered suicide sighted a lack of easily accessible information on ‘gay issues,’ feelings of isolation and bullying in school as causal factors (Scourfield, Prior and Smalley 2003). Other

research based in South Wales identified bullying within schools as a contributory factor to increased levels of fear of crime amongst pupils (Noaks and Noaks 2000). High levels of fear of bullying have negative consequences upon rates of school attendance and performance in future examinations, most significantly at A' level (Rivers 2000).

Given the high rate of physical victimisation amongst young LBG people in Wales it is likely that patterns of suicide contemplation are comparable to the patterns established in Rivers' (1996) research. The National Assembly's draft strategy document for mental health services in Wales (National Assembly 2000) highlights that suicide is a problem in Wales, and that figures are higher than the general UK average. Taking in conjunction research conducted by Remafedi, Farrow and Deisher (1991) which suggests that LGB young people are considerably at more risk, it is safe to assume that suicide ideation amongst this group is relatively high in Wales.

In response to this growing problem organisations such as the NSPCC and NCH Wales have campaigned for the National Assembly to develop support systems for those young people at risk of suicide and self harm. Similarly the DfEE have broached the problem of homophobic bullying in their government circular 10/99 (DfEE 1999). Anti-bullying packs for schools were subsequently introduced which recommend including homophobic victimisation in school's anti-bullying policy (DfEE 2000). Further, the Children Act 1989 requires that "the needs and concerns of young gay men and women must also be recognised and approached sympathetically." Positive moves have also been made in Wales to tackle discrimination against LGB young people in schools. The Welsh Assembly Government's *Sex and Relationships in Schools Guidance* (2002) states that issues of sexuality and sexual orientation should be dealt with honestly, sensitively and in a non-discriminatory way. Nonetheless, concern over the need for Section 28 of the Local Government Act 1998 to be repealed was expressed to a great extent in the qualitative sections of the survey:⁶

"Abolish clause 28 and insist that local authorities have a positive duty to promote equality"

"I am a play-worker and because of Section 28 I can't come out and having to hide my true life is hard!"

"The repeal of Section 28 would enable teachers to deal properly with the educating young people about the realities of lesbian/gay lifestyle."

"Teachers should be thoroughly trained in dealing with homosexuality/bisexuality etc. in order to offer correct and important advice to pupils."

⁶ After the survey was completed, the House of Lords supported the repeal of Section 28 on 10th July 2003 and at the time of writing it is expected that Section 28 will be repealed during the Summer of 2003, removing a major obstacle to addressing LGB issues within schools.

"A major obstacle is the failure of the education system to actively promote equality of LGB people through schools. For us to achieve safe and fulfilled equal citizenship we must work to educate children and raise awareness of LGB issues."

The positive shifts to tackle homophobic bullying at the national and local Government level sit uneasily alongside Section 28 of the Local Government Act, which prohibits local authorities from 'promoting homosexuality' as a 'pretended family relationship.' While Section 28 does not directly prevent schools from addressing homophobic bullying, teachers are fearful of reprisal from peers and parents if issues of sexual orientation are broached in the class room. Further, it is unlikely that some teachers would voluntarily deal with issues of sexuality given the evidence that suggests they are sometimes perpetrators of homophobic bullying (Rivers 2000).

Positive moves have been made in Scotland to repeal their equivalent of Section 28 under the Ethical Standards in Public Life Bill 2000. Unfortunately the Welsh Assembly Government has no authority to repeal legislation of this nature.

Employment

Issues relating to employment emerged in the qualitative sections of the survey. The problems faced by LGB people in employment were numerous. Responses identified how respondents were being discriminated against firstly by not being appointed to positions because of their sexuality, secondly not being promoted because of their sexuality, thirdly being harassed in the work environment because of their sexuality and lastly experiencing stress over their non-disclosure of sexual orientation to work colleagues.

The quantitative sections of the survey identified that gay or bisexual men were significantly more likely to have been dismissed because of their sexuality than lesbians or bisexual women (33% of men compared to 21% of women). Overall 25% of respondents had been dismissed from their job because of their sexuality. This figure is startlingly higher than the national average for LGB people. Research conducted for Stonewall by Mason and Palmer (1993), which surveyed over 2000 LGB employees across sectors, identified that only 8% of respondents had been dismissed because of their sexuality. Other research conducted by Social and Community Planning Research (SCPR) (1995) identified that 4% of respondents had been dismissed because of their sexuality. The inflated figure identified in the Welsh survey may be a reflection of the increased levels of discrimination, violence and harassment respondents reported experiencing. While not all respondents expanded on their experiences of being dismissed in the qualitative sections, there were a few examples:

"I have lost jobs in the past because of my sexuality. This was some time ago but I was sacked from the Probation Service, the Women's Royal Naval Service and the Police."

"I was discharged from the Women's Royal Army Corps Association in 1981 for bring gay. I suffered a great deal due to physical assaults, verbal assaults, interrogation (6 hours), invasion of privacy and a room search. It has a prolonged affect on my life as I lost my career, accommodation and friends all in one go."

Other figures from the survey showed how men were significantly more likely than women to be turned down for job because of their sexuality (40% of men compared to 22% of women). In all 28% reported not being appointed because of their sexuality. Similar amounts of LGB men and women (50% overall) reported not receiving the same employee concessions as other colleagues. These issues were further highlighted in the qualitative sections:

"I was refused a teaching job in the 70's by the local director of education because of my sexual orientation. I also experienced a huge amount of homophobia while teaching. I experienced a great deal of homophobia while working for Cardiff University – my contract of employment was not renewed."

"I have been regarded as 'unsafe' and cannot get work as a midwife in South Wales because all the heads of Midwifery know I am gay."

"I work as a fire-fighter and I don't get the same rights as other employees, for example I don't get the same pension rights."

Another major area for concern is the level of harassment and discrimination that LGB people experienced in the workplace. Research by the TUC (2000) identified that 44% of respondents in their research reported experiencing discrimination. Mason and Palmer (1993) identified that 16% of respondents in their study had at least one experience of discrimination at work, and a further 21% suspected they had. The same research found that 48% of respondents had been victim to harassment because of their sexuality. Similar research conducted by the SCPR (1995) found that 21% of their sample had been victim to harassment in the work place. While there were no specific questions on workplace bullying, discrimination or harassment in the Welsh survey it can be ascertained from these other national surveys and the qualitative data below that harassment and discrimination formed a significant part of some respondent's working lives:

"In my previous post I had to leave eventually. I felt that everything was closing in on me."

"I have suffered indiscriminate discrimination at work in the past due to work colleagues not understanding my culture i.e. the way I want to dress, having to listen to homophobic spittle."

"Most of the lesbians I know are not happy working in an oppressive working situation and are consequently unemployed, low status, have low self esteem and a low income and are socially excluded."

"As a social worker who has been involved in a large amount of child protection work it still amazes, frustrates and angers me that lesbians and gay men are considered/portrayed

as a threat to children when the reality is most child sexual abuse is perpetrated by heterosexuals in positions of trust.”

“I am constantly ridiculed and belittled by colleagues who view it as ‘teasing’ and ‘good natured.’”

“I believe that I was forced to leave my post as a teacher through circumstances which arose coinciding with my ‘outing’ by a pupil. After four years of working happily in a school I was suddenly being confronted with rebellious pupils, parental complaints and allegations of mistreatment by pupils which were denied by other pupils. I was treated unfairly by a male senior member of staff, given less than 12 hours notice (overnight) to find a union or friend representative to stand as a character witness (before I decided to leave) and given a formal warning which would stay on my record for three years – without any proof or proper investigation. I had been called a ‘f*cking dyke’ by another colleague and others were wary of me. I did not want to work in such a school.”

“I work in a large corporation where being openly gay is very difficult. I have experienced a high degree of verbal abuse from fellow colleagues who find it disgusting that I have children. I am frequently told that I should not be a mother and that my child should be taken away from me. This is a new job and I am feeling very isolated.”

“When working for my LEA the majority of colleagues treated me like a second class teacher.”

“I resigned from my job with Cardiff City Council due to double standards with the County’s equal opportunities policy. They regarded racism and sexism as more important issues than sexuality.”

“I have been lucky in work in the main as I have been working in Women’s Aid who have anti-discrimination policies. However in the past I have worked in health and education and not felt safe being ‘out.’”

Work is a fundamental part of life. Experiences of discrimination and harassment at work jeopardise the economic, psychological and social well being of LGB people. While some employers have introduced equal opportunities policies which include sexuality (58% of those surveyed by Mason and Palmer in 1993) many still discriminate in terms of pensions and benefits (only 14% of in Mason and Palmer’s research were treated equally to heterosexual employees) and a quarter of the population in the UK still believe employers should be allowed to discriminate against LGB people (TUC 2000). These levels of homophobic public feeling and a lack of safeguards and rights still evident in some work places creates environments of oppression where LGB people feel it is unsafe to disclose their sexual identity. This survey found that women were significantly less likely to be ‘out’ at work than men (23% of women choose not to disclose their sexually identity compared to 14% of men). Overall 11% of respondents keep their sexuality a secret from their work colleagues, and a further 20% keep their sexuality a secret from their employers. This pattern is similar to research conducted by Stonewall that identified 19% of all respondents concealed their identity in the workplace (Mason and Palmer 1993). The following extracts from the survey illustrate how some respondents found it difficult to disclose their sexual identities in work:

"I have heard overtly homophobic and sexist attitudes expressed at work and there is no way I would 'come out' there. I have to avoid difficult questions. I feel nervous when I hear such attitudes, but it is difficult to address because these attitudes are so ubiquitous. I feel in a minority."

"I feel in my work situation in the health field that it is not safe to come out. Also, even if not out, there are assumptions made, and I feel that I have been discriminated against in getting a higher appointment because of my sexuality. The head of my department is also known to be homophobic."

Currently there are no laws against discrimination on the grounds of sexuality in employment. Employers can lawfully refuse to hire LGB people, refuse to promote them and dismiss them on the grounds of their sexuality. Employers are also not obliged to give LGB people the same pay conditions as other employees, and many lose out on fringe benefits because some employers refuse to recognise same sex partnerships (e.g. pensions, health insurance and discounts). Current employment law is confusing and complex with many advancements and setbacks to LGB employment rights established through case law. However, in 2000 the UK agreed to the EU framework directive for equal treatment in employment and occupation under Article 13 of the Treaty of Amsterdam. The European legislation prohibits discrimination in the workplace on the grounds of religion and belief, age and sexual orientation. The framework will be implemented nation wide in December 2003. However, it is unlikely that this new legislation will provide total protection and rights to LGB people in terms of employment. Regulation 7 of the draft relates to concessions on grounds of religion, allowing any religious organisation or one that claims to function on religious principles, to legally exclude LGB people. This will be the first time in British history that the right to discriminate against LGB people will be enshrined in law.

The European framework directive is no substitute for domestic legislation. If the Government were serious about equality issues for LGB people then domestic laws should reflect this. LGB people in Wales and the UK more generally should not have to rely on the liberal nature of the European Parliament to legislate on these issues. Currently, the Government acknowledge that discrimination against LGB people occurs and is a major problem in Britain's workplaces. However, it has been decided that no *domestic* legislation will be drafted in the foreseeable future. The Government have, however, made piecemeal concessions in the past, for example, the EOC and Stonewall drafted a voluntary code of practice on sexual orientation discrimination in the workplace. While this is a positive first step, it is unlikely that a voluntary Code of Practice will change the current status quo. For there to be a significant change in the ways in which LGB people are treated in the workplace *domestic* anti-discrimination law has to be introduced, not only in relation to employment, but to all other aspects of social life.

Victimisation and Criminal Justice

As in most other general surveys of LGB people, prevalence of physical violence, harassment and verbal abuse was high amongst respondents in this survey. Overall 35% of respondents reported being the victim of physical violence. A break down by sex shows that men were significantly more likely to have been victim to violence compared to women (49% percent of men compared to 30% of women). These levels of victimisation are higher than those reported by Stonewall in their survey *Queerbasing* (Mason and Palmer 1996). In *Queerbashing* 34% of men and 23% of women reported being victim to physical violence. Other forms of victimisation mirror this elevated pattern. In this survey 57% reported being verbally abused or harassed (63% of men and 54% of women) compared to 32% in Mason and Palmer's (1996) survey. In both surveys the most prevalent type of abuse was name calling and public ridicule (64% of this surveys respondents compared to 73% of Mason and Palmer's respondents). Overall violence and harassment seem to be a permanent feature of many respondents lives, illustrated most graphically in the qualitative sections of the survey:

"Since moving to the Conway area I have had abuse on a daily basis, so much so I only leave my house to go to work and to the shops. I find something as simple as going to the shops terrifying. In the past I have experienced name calling such as 'queer faggot,' 'gay c*nt' and so on. I have been punched in the face, had bricks in my window, three people turn up at my house with baseball bats and had a gun pointed at my head. I have never reported any of it to the police. I have locks on my front and back doors which are always locked when I am in. I never answer the door after dark, nor the telephone (I let the answer machine pick it up). I have on some occasions considered suicide. I have considered moving of course, but my debts have me trapped. My age is 34...what a life."

"I currently live in my parents' home town and we have experienced constant and extreme abuse from neighbourhood children. Eggs, mud and water balloons thrown at the house, names and obscene comments being shouted at us in the street – sometimes in front of our three-and-a-half year old child."

"Since coming out four years ago I have been frequently humiliated, harassed, and verbally abused because I am very open about my sexuality. Earlier this month I was physically assaulted because my girlfriend and I were walking up the street holding hands."

"As a gay woman I feel vulnerable and unsafe when the victim of verbal abuse – I feel unable to respond in any way as men have been, without exception, the perpetrators of such abuse."

"We are aware constantly of the need to cover up our sexuality in order to protect ourselves, mainly from people's judgements and brush-offs, but knowing in the back of our minds that if we were openly out to our neighbours and in the community that there is a serious risk to our safety. The only way to deal with these prejudices is to cover up and be very protective of your sexuality and who you let know."

"I came out in 1976 and for several years I was ignored and sent to Coventry by my neighbours and was occasionally spat at when walking along the street. I chose to ignore their behaviour but I would not re-treat into the closet – why should I!? I have the same rights as anyone else!"

The verbal and physical abuse of a person because of their sexual identity is tantamount to hate crime. Those who perpetrate such crimes harbour irrational fears and disgust towards alternative sexualities. In many instances these individuals are bigots and often hold prejudices against other minorities within society, including those of different ethnic backgrounds and those who are disabled (Snape, Thomson and Chetwynd 1995). In most instances this violence and irrational hatred is directed towards those with alternative identities, however, in some circumstances prejudice can migrate to relatives of LGB people, most significantly their children:

“Verbal abuse and harassment is a major problem for ‘out’ lesbians and gay men and their children. This type of abuse is probably the most common, and although it can be argued that in many cases it is relatively minor the impact of repeated abuse is significant. I feel that abuse directed at children of LGB parents is an issue that must be addressed.”

“Teenagers have been sexually abusive to my young children because of my sexuality. To some extent I have learnt to live with personal abuse, but it goes too far when these bigots begin to harm my family.”

The spread of hate and levels of victimisation have detrimental effects upon the social well-being of victims and their families. These effects include increased levels of fear of crime, avoidance behaviour, isolation, mental health problems and social exclusion. In the most extreme cases those who are repeatedly victimised in a variety of ways (verbal abuse, harassment and physical violence) may choose permanent exclusion from society, in the form of suicide. As identified earlier, suicide rates are much higher amongst LGB population in Wales than the national average. Given the potential negative consequences of homophobic hate-related victimisation it would be expected that such activities would be considered criminal. However, there is no such offence as homophobic hate crime. The following extracts acknowledge the absence of specific homophobic hate crime legislation and help illustrate the negative consequences of an unsympathetic legal system:

“There should be laws against homophobia (as there are against racism) which ensure that it is illegal to discriminate against LBG people within the workplace, housing etc.”

“I feel helpless as the victim of societal prejudice, particularly feeling that I have no form of legal redress for any discrimination or prejudice I experience.”

“An obstacle for me is not feeling protected by the law and not feeling accepted in this country as a whole, due to the lack of laws to protect or acknowledge LGB people.”

Over 50% of the respondents reported feeling unprotected by the law. Those LGB people who are unfortunate enough to become victims are regarded by the law no differently from those who suffer non-hate motivated violence. Arguments have been made that identify an increased gravity in relation to hate motivated crimes. Such perspectives, in relation to racially motivated crime, were embodied in law in the Crime and Disorder Act 1998. These new laws recognise the

increased gravity of racially motivated offences, both violent and property, and in accordance allow for greater punitiveness. Unfortunately perpetrators of homophobic hate crime cannot receive more punitive sentences. There have, however, been advances in the ways in which the police respond to hate crime. As of 1998 all police services were statutorily obliged to record and monitor all hate-related crime, including homophobic hate-related incidents. As a result all four police services in Wales have established variations of Minority Support Units which provide support and advice for victims of hate related crimes. One of the positive outcomes of these units is an improvement in police-LGB community relations.

Historically the relationship between the police and the LGB community has been fraught with contention. These poor relations were born out of a mixture of the over-policing of gross indecency offences which proved to bring a large amount of gay men into the criminal justice system (due to cottaging activities⁷), and the general unsympathetic attitude to victims of homophobic violence and other forms of victimisation. This survey identified that 25% of respondents had experienced harassment or discrimination by the police because of their sexuality. Historically the police have been regarded as antithetical to homosexuality (Burke 1993). In terms of cultural dimensions, all major studies of policing have, across time and in many different countries, highlighted the tendency for working groups of police officers to display hostile, negative and stereotyped views toward LGB people (Burke 1993, 1994, Leinen 1993, Praat and Tuffin 1996). However, despite this tainted reputation, the documentation of experiences of local police services in the qualitative sections was far more mixed:

"I have taken part in police training session and have noticed a positive change of attitudes amongst the South Wales Police."

"My girlfriend and I have found the police to be both supportive and helpful recently in response to homophobic abuse. However, in previous relationships this hasn't been the case."

"In relation to threats of violence a report was made to the police who were very supportive."

"I have often complained to the police but have never received a full report on homophobic incidents – it's a second rate service."

"After I was physically assaulted I was urged to report it to the police. I did not report it to the police because a) I didn't think they would do anything; b) my injuries were minor; c) I fought back and was therefore worried that my attacker would make a counter claim; and d) fear of further physical retribution."

"It concerns me that I cannot express myself in a public environment due to the responses/reactions I would get. This often leads to harassment and the police do not seem bothered by this when it gets to a serious level."

⁷ It should be noted that not all men who participate in cottaging/public sex activities identify as gay but as men who have sex with men.

“I don’t feel protected in the community – I am not in a position where I have to move home due to physical and verbal abuse and threats.”

“When I report incidents of abuse to the police they come to my home in uniform so the perpetrators know who has reported them. They stop for a few days and then the abuse intensifies and the police often say they have to catch them at it.”

“The police and the legal system need training to raise the awareness of how to deal with gay/lesbian matters.”

These mixed experiences are possibly a reflection of the diverse policing strategies employed throughout Wales and the historic poor relationship between the LGB community and the police. However, attitudes seem to be altering on both fronts. Particularly the South Wales Police have been proactive in dealing with homophobic hate-related crime since the mid 1980’s. In combination with the statutory duty to include LGB people in Community Safety Partnerships and regular BLAG⁸ police forum meetings which facilitate the exchange of ideas and concerns between local police and the LGB community, relations and perceptions of both cultures have improved. However, much more work is required to maintain these more positive relations, and to increase the level of protection afforded to LGB people.

Section III: Conclusions

Major Findings

This was the first major survey of its kind to identify the unique problems and needs of LGB people across Wales. This survey was exploratory in nature, focusing on many areas of experience and perception ranging from attitudes to obstacles and solutions to equality to levels of physical victimisation. As a result the survey was not designed to examine any particular phenomena in relation to the Welsh LGB population. Instead a snap-shot of Welsh LGB life was obtained where themes and relationships could be identified across social experiences. Some of the more pertinent findings included the following:

Relationships

In terms of relationship length there were no significant differences between men and women. The average length of relationship was between 2 and 5 years. Similar proportions of men and women are living with their partners, and very similar proportions have made legal arrangements. About 1 in 5 respondents reported caring for a child. More than 60% of respondents reported that they may wish to bring up a child together with their partner sometime in the future.

Visibility of Sexual Orientation

It was identified that larger proportions of respondents were ‘out’ to people in their families compared to other people such as neighbours or work colleagues. Respondents were least likely

to be out to their work colleagues, the benefits agency and the bank. More than half of the respondents were out to their local GP. On the visibility scale statistically significant differences were found in scores by respondents' age. Of all the age categories, those who were 18-25 years old had the highest scores on the visibility scale compared to those aged over 60 who had the lowest.

Community Events

Compared to women, men are significantly more likely to be involved in community events (such as neighbourhood watch, youth offender teams, rainbow centre etc.), LGB activities (BLAG, FFLAG, GYL project etc.), and local politics. Respondents from north Wales were more likely to be involved in local politics compared to respondents living in south Wales or mid-west Wales.

Experiences of Discrimination

More than 1 in 3 respondents reported being the victim of physical violence or bullying. A consistent relationship was found between sex and discrimination due to sexual orientation. Women appear to be less likely to experience physical violence, being denied access to their children, not being selected for a job, being dismissed from a job, being evicted, being harassed by the police, not receiving the same education or training and being economically exploited. Those with disabilities were more likely to be discriminated against 'across the board.' Older respondents experience less discrimination compared to other age groups.

Obstacles and Solutions: Achieving Gay Equality

In relation to perceived obstacles to gay equality both men and women had similar agreement levels. A pattern was identified that showed respondents were more likely to think that obstacles to gay equality arise from societal issues rather than LGB community issues or personal issues. A similar pattern was identified for solutions. Respondents' perceptions of solutions weighed more heavily on society in general rather than at the personal or LGB level. It was also found that perceptions of solutions tended to increase steadily with age, but fall off once respondents reach the age of 60.

Age

It was highlighted that older people tend to be less visible as LGB, are less involved in community activities and are excluded from the LGB social scene. As a result older LGB people are at risk of social exclusion which has further consequences for health and social well-being. A major contributor to this social exclusion is the fear younger LGB people harbour of becoming old. This anxiety results in the exclusion of older LGB people. In order to prevent future social exclusion this cyclical process has to be broken.

⁸ BLAG is the Bisexual, Lesbian and Gay - South Wales Police Liaison group.

School Bullying

Those less than 25 years old reported a relatively high level of physical violence and bullying in comparison to other national and local surveys. It is probable that a substantial proportion of this victimisation takes place within school settings, as 44% of those less than 25 reported currently being a student. However, additional research is necessary to investigate when and where most young people have been physically victimised or bullied. The high levels of physical victimisation in the Welsh sample are worrying given the evidence that suggests homophobic bullying has very serious consequences in terms of absenteeism from school, exam performance, mental health and suicide ideation. While positive steps have been made by the DfEE and the Welsh Assembly Government to address homophobic bullying in school little can be achieved until Section 28 of the Local Government Act is repealed.

Employment

The Welsh sample reported numerous employment issues in relation to their sexual identity. Most notably 25% of respondents reported having been dismissed because of their sexuality. This is over twice the national average for LGB people. Because of such negative attitudes towards LGB people some respondents reported being victims of harassment in the workplace. The survey found that similar amounts of LGB were reluctant to disclose their sexuality identity as were identified in other research conducted by Stonewall. Currently there is no domestic law that prohibits the unfair treatment of LGB people in the workplace. While European legislation is being introduced it is questionable whether it will fully protect the rights of LGB people in all working environments.

Victimisation and Criminal Justice

General levels of physical violence and bullying were slightly higher than figures reported in other Stonewall surveys. As is common in research of this nature some of the qualitative illustrations of victimisation were salaciously graphic and horrific. In some circumstances respondents reported that their children were also falling victim to the perpetrators of homophobic hate crime. Over half of the respondents reported feeling unprotected by the law, and a quarter report being discriminated against or harassed by the police. More generally the qualitative elements of the survey highlighted mixed experiences of the police. It is likely that proactive policing strategies regarding homophobic hate crimes and a reduction in the over policing of gross indecency offences has had the beneficial effect of smoothing out the once contentious relations between the police and the LGB community.

Policy Recommendations

The policy recommendations of this report span beyond the borders of Wales. The majority of the issues highlighted by this survey are endemic to a wider problem evident not only in the UK but

much further a-field. However, given the practicalities that must be adhered to the recommendations outlined below relate to various local organisations including the National Assembly Government of Wales, local education authorities, local county councils, charity organisations, social and health care services and local police services.

General

- LGB equality should no longer be relegated to a second tier equality issue in Wales. The National Assembly of Wales, WLGA and other public bodies should mainstream LGB equality issues in the wider equality agenda.
- All public bodies should be statutorily obliged to mainstream equalities work.
- In light of the differences in discrimination between Wales and other parts of the UK any new Single Equalities Body must recognise devolution so that these unique differences can be fully addressed at the local level.

Relationships

- Civil same-sex partnerships should be recognised in law.
- Increased access to information regarding rights to adoption.
- The National Assembly of Wales should issue guidance to the NHS in Wales regarding the constitution of next of kin.

Education and Youth

- Increased support of groups to counsel those who are 'coming out,' especially in more rural areas. This applies equally to young and old LGB people.
- Following the repeal of Section 28 of the Local Government Act, increased support provision to enable teachers to counsel and deal with sexual identity and bullying issues openly and freely without fear of reprisal.⁹
- The recognition and inclusion of LGB issues within the teaching of the Personal and Social Education key stage framework in the National Curriculum.
- Further support for the introduction of anti-homophobic bullying policy.
- Support for LBG staff.
- Increased equal opportunities and diversity training for all teachers on a regular basis.¹⁰
- Punitive reprisals for teachers found guilty of homophobic bullying/abuse of other staff or students.

⁹ Stonewall Cymru has developed training and resources for teachers on LGB issues.

Community Development and Age

- Increase the willing participation of LGB women and older people in community and LGB events.
- Reduce the social exclusion of older LGB people from the major LGB social scene in Wales by creating support groups and promoting positive images of ageing.
- Provide social and health care service employees with equality and diversity training on a regular basis highlighting the unique problems faced by younger and older LGB people.
- Increased capacity building on a regional basis. Regional networks should be further supported to provide increased access and the promotion of services to LGB people of all ages within local communities.

Employment

- Current concessions made to religious organisations, and those claiming to be run on religious principles, in the EU framework directive for equal treatment in employment must be addressed by the Government. At the local level the National Assembly for Wales must take a position against these concessions and should commission an audit to identify the potential impact they may have in Wales.

Experiences of Discrimination

- An introduction of 'Hate Crimes' legislation in relation to homophobic hate related violence and property damage.
- An introduction of 'Hate Crimes' legislation which recognises multiple discrimination, including the discrimination experienced by women, ethnic minorities and disabled LGB people.
- The introduction of legislation equivalent to the Race Relations and Sex Discrimination Act.
- The continued support for equal opportunities and diversity training for all police services.
- The further promotion of police and LGB community liaison groups and meetings.
- The introduction of domestic workplace anti-discrimination law which recognises sexual orientation.
- The National Assembly of Wales to introduce of a Code of Practice in relation to workplace equal opportunities and diversity in relation to sexual orientation, sex, race and disability.

Methodological Recommendations

The following issues should be taken into account for future survey designs:

- X Demographic information:
 - Ask respondents to list their age in years rather than ticking a box with pre-formatted age categories. Age categories can always be constructed at a later date.
 - Ask respondents' to characterise the area they live in as urban/rural/suburban, and the same for the area they work in.
 - Provide tick boxes for race (white/Afro-Caribbean/Asian, etc.) as respondents' often confuse race with nationality. Include another question on nationality if necessary (British/European/Australian, etc.).
 - Ask respondents what kind of work they do, in addition to ascertaining their employment status. Annual income should be listed by respondents in pounds per annum instead of having pre-formatted categories.
 - Ask respondents to specify their type and level of disability.
- X Types of community involvement should be specified as respondents often listed similar activities in every category provided. Consider other ways to measure 'inclusion.'
- X Consider asking respondents their perceptions about the level of LGB-specific services and community activities in their local area. What are examples of good practice, and where is more community development needed?
- X Parenting: ask respondents whether they are biological parents, adoptive parents, or providing childcare to their partner's children as it was often unclear in what capacity respondents were parenting.
- X Visibility: include 'friends,' separate 'parents' into mother/father, and separate 'brothers or sisters.'
- X Discrimination: include a box 'never experienced' and change formatting so that it is clear which boxes relate to which questions (perhaps by separating each item with a line). Consider grouping questions into themes such as 'legal issues,' 'employment issues,' 'family issues,' 'media issues' etc. The 'physical violence/bullying' question should be changed into two separate questions.
- X Obstacles and solutions: change scale from 0=agree and 10=disagree to 1=strongly disagree and 10=strongly agree.

Issues to bear in mind for future research designs:

- X Consider keeping a core set of questions that are the same in all subsequent waves of the survey (e.g., demographic information, visibility, relationships and children, discrimination) and have a section of questions about contemporary issues that rotate on a yearly basis. This section should gather

more detailed information about one particular issue, for example health concerns, legal issues, or harassment at work.

- X Keep qualitative, open-ended questions in future surveys.
- X Aim for similar sized samples each year (approximately 350 respondents).
- X Keep the survey at its present length – where respondents can complete it in 5-10 minutes.
- X Consider supplementing the survey with a small number of focus groups, for example discussing the contemporary topic that changes every year.
- X If a similar distribution procedure is used each year (for example Mardi Gras) include a question in the survey asking respondents if they have answered a Stonewall Cymru survey in previous years.
- X Consider designing a survey for heterosexual people to fill out about gay rights and issues affecting the LGB community.
- X Aim to have the same people design the survey, enter and clean the data, analyse the data, and write the report. This would provide continuity from the beginning to the end of the research project.

References

- Buhrke, R. (1996) *A Matter of Justice: Lesbians and Gay Men in Law Enforcement*, London: Routledge.
- Burke, M., E. (1993) *Coming Out of the Blue*, London: Continuum.
- DfEE (1999) *Social Inclusion: Pupil Support*, Government Circular 10/99, London: DfEE.
- DfEE (2000) *Bullying: Don't Suffer in Silence*, London: DfEE.
- GALOP (1998) *Telling it Like it is: Lesbian, Gay and Bisexual Youth Speak Out on Homophobic Violence*, London: GALOP.
- Kaelber, T. (2002) *Keynote Speech at Opening Doors: The Needs of Older Lesbians, Gay Men and Bisexuals*, London: Age Concern.
- Leinen, S. (1993) *Gay Cops*, New Jersey: Rutgers University Press.
- Mason, A and Palmer A, (1993) *Less Equal Than Others: A Survey of Lesbian and Gay Men at Work*, London: Stonewall.
- Mason, A. and Palmer, A. (1996) *Queerbashing*, London: Stonewall.
- National Assembly for Wales (2000) *Adult Mental Health Services for Wales. Equity, Empowerment, Effectiveness, Efficiency*. Draft Strategy Document, Cardiff: National Assembly.
- National Assembly for Wales (2002) *Sex and Relationship Education in Schools*, Government Circular 11/02, Cardiff: National Assembly.
- Noaks, J. and Noaks, L. (2000) 'School Violence: Risk, Safety and Fear of Crime', *Educational Psychology in Practice*, Vol 16 No. 1
- Prior, L. Scourfield, J. and Smalley, N. (2003) *Younger People and Suicide Prevention: Internal Report on Qualitative Findings*, Unpublished Report.
- Remafedi, G. Farrow, J.A. Deisher, R.W. (1991) 'Risk Factors For Attempted-Suicide in Gay and Bisexual Youth', *Paediatrics*, Vol. 87 No. 6.

- Renold, E. (2002) 'Presumed Innocence: (Hetero)sexual, heterosexist and homophobic harassment among primary school girls and boys', *Childhood*, Vol.9 No. 4.
- Rivers, I. (1996) 'Young, Gay and Bullied', *Young People Now*, January 1996.
- Rivers, I. (2000) 'Social Exclusion, Absenteeism, and Sexual Minority Youth', *Support for Learning*, Vol. 15, No. 1.
- SCPR (1995) *Discrimination Against Gay Men and Lesbians*, London: Social and Community Planning Research.
- Snape, D. Katarina, T. and Chetwynd, M. (1995) *Discrimination Against Gay Men and Lesbians: A Study of the Nature and Extent of Discrimination Against Homosexual Men and Women IN Britain Today*, London: SCPR.
- Stone, V. and Tuffin, R. (2000) *Attitudes of people from minority ethnic communities towards a career in the police service*, London: The Stationary Office.
- Stonewall (2002) *Beyond Barriers*, London: Stonewall.
- TUC (1999) *Straight Up!*, London: TUC
- Wallace, S.A. Crown, J.M. Berger, M. and Cox, A.D. (1997) 'Child and Adolescent Mental Health', in A.Stevens and J. Raftery (Eds.) *Health Care Needs Assessment*, Oxford: Radcliffe Medical Press.